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1985 - 1986 MANAGEMENT COMPENSATION STUDY FOR WHOLESALERS AND LARGE RETAILERS

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5

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INTRODUCTION

The 1985-1986 Management Compensation Study provides data on compensation levels for 50 representative line and staff positions in top management, merchandising, and store operations. The study includes a summary of policies and practices relative to salary administration, management incentive/bonus plans, long-term income plans, and benefits. Eighty-five companies participated in this year's survey.

The compensation data gathered in the Study is readily accessible through data processing resources to participating companies if further analysis of the data is desired. Custom designed reports and analyses can be provided upon request. All such requests, or questions about this year's survey should be directed to:

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EXECUTIVE SUMMARY

The 1985-1986 Management Compensation Study for Wholesalers and Large Retailers provides data on compensation levels for 50 representative line and staff positions in top management, merchandising, and store operations. The Study includes a summary of policies and practices relative to salary administration, incentive plans, long-term incentive plans, and benefits. This section includes highlights from the survey report and, to provide a broader frame of reference, provides comparisons where possible to practices of general industrial and service companies. The source for general industry data is Sibson & Company's Annual Management Compensation Survey which contains data on 320 durable and nondurable manufacturing and nonfinancial services companies.

Participation: Eighty-five companies participated in this year's survey. The participants are representative of small, medium, and large companies in the food retail/wholesale industry.

PARTICIPATING COMPANIES BY SIZE

$SALES	NUMBER OF COMPANIES	PERCENT OF TOTAL
Less than $250 MIllion	31	37%
$250 - 499 Million	14	16
$500 - 999 Million	19	22
$1 Billion and Above	21	25
	85	100%

Some highlights are:

Salary Planning: Participants provided estimates of salary range revisions and merit increase budgets. Approximately 78 percent of the companies have increased (or will increase) salary ranges in 1986. Eighty percent plan to increase ranges in 1987. The 1987 adjustments are estimated to be approximately 1 percentage point lower than 1986.

ESTIMATED SALARY RANGE ADJUSTMENTS

EMPLOYEE CATEGORY	1986	1987
Nonexempt	5.0%	4.0%
Exempt	5.2	4.3

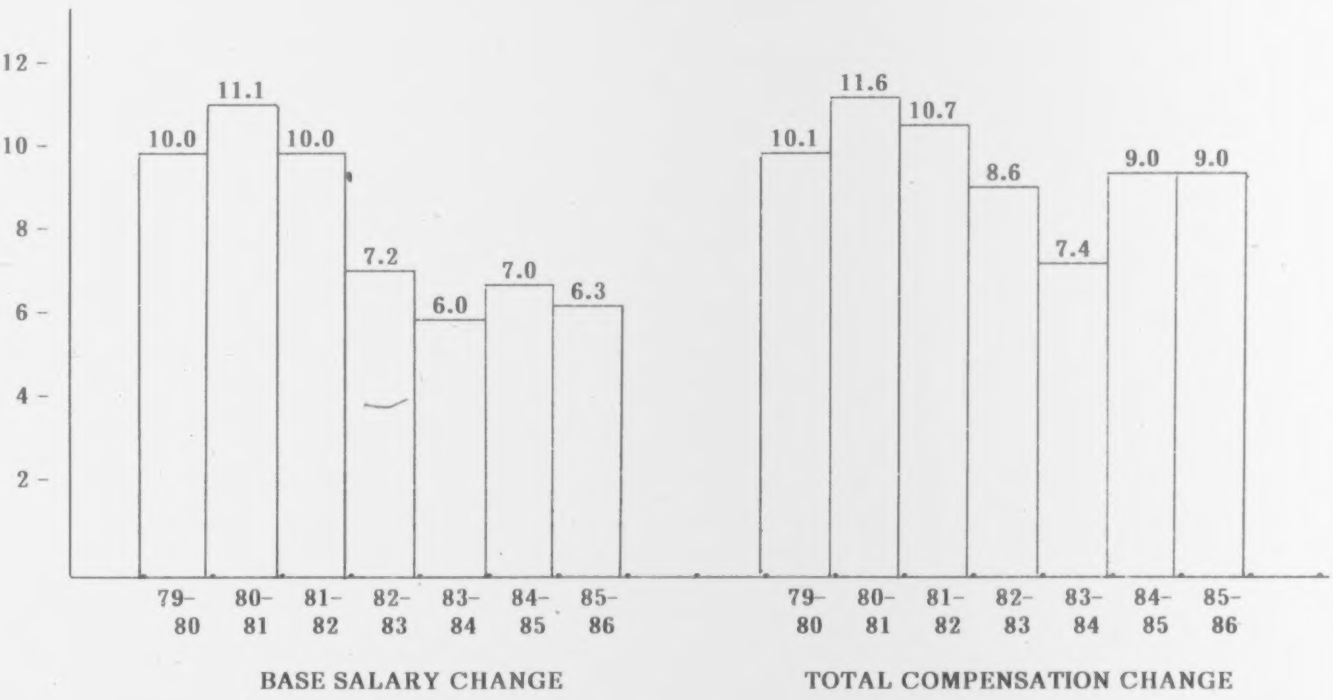
Approximately 60 percent of the participants reported merit increase budget amounts for 1986; only 37 percent reported 1987 plans. Overall, merit increase budgets are estimated to be 4.7 percent for 1986 and 4.4 percent for 1987.

ESTIMATED AVERAGE MERIT INCREASE BUDGETS

EMPLOYEE CATEGORY	1986	1987
Nonexempt	4.6%	4.0%
Exempt	4.7	4.6
Officer/Executive	5.6	4.9
ALL EMPLOYEE GROUPS COMBINED	**4.7%**	**4.4%**

Percent Change in Compensation: The average change in base salaries for positions analyzed in this study during the period March 31, 1985 - March 31, 1986 is 6.3 percent. Total compensation changes average 9.0 percent. These figures are based on a compilation of the changes reported by survey participants for each survey position. (That is, the March 31, 1986 salary compared to the March 31, 1985 salary for the same position whether or not the position is filled by the same incumbent.) The following chart shows a seven-year history based on data gathered through this Study beginning with the 1979-1980 edition.

CHANGE IN SALARY AND TOTAL COMPENSATION LEVELS
A SEVEN-YEAR HISTORY



NOTE: This data reflects the percentage changes in salary and total compensation levels as reported by participants. It includes survey positions which increased, decreased, and did not change. Salary levels include all positions; total compensation levels include bonus-eligible positions only.

Annual Management Incentive Plans: Eighty-four percent of the companies provide an incentive plan. Most of these companies offer an incentive plan to senior management and also extend it to regional/district management, merchandisers and buyers, as well as to store management.

Target awards (that is, awards a plan is designed to pay if performance goals of both the individual and organization are met) range between 10-25 percent of salary depending on management level.

TYPICAL TARGET BONUS AWARDS
(As a Percent of Salary)

	COMPANIES UNDER $500MM IN SALES	COMPANIES OVER $500MM IN SALES
Senior Management	20%	25%
Regional/District Management	15	20
Merchandisers & Buyers	15	15
Store Managers	15	15
Other Store Management	10	10

The overall prevalence of incentive plans (84 percent of companies) is slightly lower than the prevalence of the plans among general industry companies. Ninety-one percent of general industry companies have some form of management incentive compensation plan.

Long-term Income Plans: Fifteen percent of the participants provide a long-term incentive plan to their executives. Most often, these are stock options or restricted stock programs. The prevalence of long-term incentives is significantly higher in general industry where approximately 62 percent of the companies have such plans.

Health Care Cost Containment: All of the companies provide health insurance to their employees, but many companies are continuing their efforts to control and reduce costs. Over one-third of the participants report that they have increased the deductibles, increased the employees' share of the premiums, and/or reduced the benefits. Many companies are actively encouraging employees to control costs by using outpatient facilities and by seeking second opinions prior to surgery. Some companies even offer employees a percentage of amounts saved through employee audits of medical bills for accuracy.

Company Cars: Eighty-nine percent of the companies provide company cars to senior management. The prevalence decreases at lower levels of management. Seventy-two percent of general industry companies provide cars to executives and other managers.

PREVALENCE OF COMPANY CARS BY MANAGEMENT LEVEL

LEVEL	PERCENT OF COMPANIES
Senior Management	89%
Regional/District Management	72
Merchandisers & Buyers	52
Store Managers	3
Other Store Management	1

Typically, executives are given a full-size luxury car. Below the executive level, the company car is typically a mid-size standard model. Ninety-two percent of the companies permit personal use of company cars. Typically, companies credit additional income to employees using the Annual Lease Value Table; federal income taxes are not typically withheld. Some companies charge a flat weekly/monthly rate or a mileage charge for personal use.

Other Benefits: The following chart shows the prevalence of various benefits for each management group.

PREVALENCE OF BENEFITS AND PERQUISITES

	Senior Mgmt.	Reg./Dist. Mgmt.	Merch. & Buyers	Store Mgr.	Other Store Mgmt.
Qualified Pension Plan	73%	67%	72%	63%	62%
Supplemental Retirement Plan	13	5	4	4	4
Total Medical Expenses	20	3	3	4	4
Supplemental Long-Term Disability	48	37	41	38	32
Company-Paid Annual Physicals	59	28	20	14	8
Country Club Membership Dues	28	-	-	-	-
Luncheon/Dinner Club Dues	20	3	4	5	-
Financial Counseling Services	22	4	3	1	1
Legal Counseling Services	9	3	1	1	1
First-Class Air Travel	9	-	-	-	-
Low or No Interest Company Loans	14	5	6	6	3
Executive Dining Room	4	-	-	-	-

Compensation Levels: The 1985-1986 Study includes compensation data on 50 positions which are representative of corporate, operations, and store management. In general, compensation levels for management positions are related to a measure of position responsibility. For example, executives in a company with $1 Billion in sales are typically paid significantly more than executives in a $100 Million company. The survey report contains detailed exhibits showing compensation levels for each position in both tabular and graphic form (showing the relationship of compensation to revenue size of the company or other scope measure). The following charts show selected positions at three representative company sizes. Company sales is a primary measure of scope for these positions. The survey contains many additional positions for which a specific measure such as meat sales, weekly store sales, etc. are appropriate measures.

	BASE SALARY LEVELS *(IN $THOUSANDS) IN COMPANIES WITH SALES OF		
POSITION	$200MM	$500MM	$1B
Chief Executive Officer	$132.0	$179.0	$226.0
Chief Financial Officer	67.0	89.0	110.0
Controller	42.0	51.0	60.0
Top Data Processing Executive	44.0	55.0	65.0
Top Personnel Executive (w/ Labor Relations)	47.0	62.0	78.0
Top Personnel Executive (w/o Labor Relations)	42.0	52.0	61.0
Top Distribution Executive	43.0	58.0	72.0
Top Security/Loss Prevention Executive	32.0	40.0	48.0
Top Merchandising & Procurement Executive	63.0	81.0	98.0
Top Advertising Executive	37.0	46.0	54.0
Top Store Operations Executive	59.0	71.0	83.0
Warehouse Manager (w/ Transportation)	40.0	46.0	51.0
Warehouse Manager (w/o Transportation)	37.0	43.0	47.0

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* Base salary levels are based on trend line analyses of bonus-paying companies. Data is effective March 31, 1986.

POSITION	TOTAL COMPENSATION *(IN $THOUSANDS) IN COMPANIES WITH SALES OF $200MM	$500MM	$1B
Chief Executive Officer	$169.0	$231.0	$293.0
Chief Financial Officer	85.0	114.0	141.0
Controller	47.0	60.0	71.0
Top Data Processing Executive	48.0	62.0	76.0
Top Personnel Executive (w/ Labor Relations)	56.0	75.0	93.0
Top Personnel Executive (w/o Labor Relations)	48.0	62.0	74.0
Top Distribution Executive	49.0	69.0	89.0
Top Security/Loss Prevention Executive	37.0	46.0	54.0
Top Merchandising & Procurement Executive	73.0	98.0	123.0
Top Advertising Executive	42.0	53.0	63.0
Top Store Operations Executive	67.0	83.0	99.0
Warehouse Manager (w/ Transportation)	47.0	52.0	57.0
Warehouse Manager (w/o Transportation)	41.0	47.0	52.0

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* Total compensation levels are based on trend line analyses of bonus-paying companies. Data is effective March 31, 1986.

Though several of the top management positions are similar to positions which exist in other industries, the difficulty in comparing compensation levels in the food retail/wholesale industry with those in other industries is establishing comparability in terms of company size or some measure of the scope of an executive's responsibility. The food retail/wholesale industry is unique and differs from general industrial and other services firms in many significant respects including profit margins, absolute levels of revenues, etc. We would not anticipate a dollar-for-dollar comparison between these industry segments.

The following data is presented simply to provide a framework for comparison with the broader general industry community. In general, compensation levels for executives in food retail/wholesale companies with sales of $1 Billion are similar to those of general industry top executives in companies with $200 Million in sales.

TOP MANAGEMENT COMPENSATION COMPARISON
(Compensation in $Thousands)

	FOOD RETAIL/WHOLESALE WITH $1 BILLION IN SALES		GENERAL INDUSTRY * WITH $200 MILLION IN SALES	
	Base Salary	Total Comp.	Base Salary	Total Comp.
Chief Executive Officer	$226.0	$293.0	$234.0	$304.0
Chief Financial Officer	110.0	141.0	119.0	146.0
Top Personnel Executive (with Labor Relations)	78.0	93.0	79.0	93.0
Top Data Processing Executive	65.0	76.0	67.0	75.0

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* SOURCE: Sibson & Company's 1985 Management Compensation Survey data updated to March 31, 1986.

PART I: PARTICIPANT PROFILE

Eighty-five companies participated in the 1985 - 1986 Management Compensation Survey for Wholesalers and Large Retailers. These participants comprise a representative sample of small, medium and large organizations in all geographic regions. A list of participants is shown on the following pages.

PARTICIPATING COMPANIES BY SIZE

$ SALES	NO. OF COMPANIES	% OF TOTAL
Less than $250 Million	31	37%
$250 - 499 Million	14	16
$500 - 999 Million	19	22
$1 Billion and Above	21	25
	85	100%

PARTICIPATING COMPANIES BY NUMBER OF EMPLOYEES

NUMBER OF EMPLOYEES	NO. OF COMPANIES	% OF TOTAL
Less than 500	17	20%
500 - 999	17	20
1,000 - 2,499	23	27
2,500 - 4,999	13	15
5,000 and Above	15	18
	85	100%

PARTICIPATING COMPANIES BY GEOGRAPHIC REGION

	Region	Number of Companies	% of Total
Region 1 - Northeast	Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont	22	26%
Region 2 - Northeast Central	Illinois, Indiana, Michigan, Ohio, Wisconsin	21	25
Region 3 - West Central	Arizona, Arkansas, Colorado, Idaho, Iowa, Kansas, Louisiana, Minnesota, Missouri, Montana, Nebraska, Nevada, New Mexico, North Dakota, Oklahoma, South Dakota, Texas, Utah, Wyoming	19	22
Region 4 - Southeast	Alabama, Delaware, District of Columbia, Florida, Georgia, Kentucky, Maryland, Mississippi, North Carolina, Puerto Rico, South Carolina, Tennessee, Virginia, West Virginia	12	14
Region 5 - Pacific	Alaska, California, Hawaii, Oregon, Washington	11	13
		85	100%

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LIST OF PARTICIPANTS

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Steven D. Young

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Associated Grocers of CO, Inc.
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Associated Wholesale Grocers

Bashas' Markets, Inc.
Charlene Clem

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John K. Combs
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Bonnie Be-Lo Markets, Inc.

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Big V Supermarkets, Inc.
James Krbec

Borman's, Inc.
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Bozzuto's, Inc.

Buehler Food Markets, Inc.
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Certified Grocers of CA, Ltd.
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Consumers Markets Inc.

The Copps Corporation

D&W Food Centers
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Dixie Saving Stores Inc.
Herbert St. Goar
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Dominick's Finer Foods Inc.
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Fleming Companies, Inc.

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Furr's, Inc.
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Genuardi Super Markets, Inc.
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Giant Food, Inc.
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Giant Food Stores, Inc.
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Gran Central Markets
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The Grand Union Company

John C. Groub Co., Inc.
James T. McCoy

Hannaford Brothers Co.

Hughes Markets, Inc.

K-VA-T Food Management, Inc.
R. David Franklin
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Kings Super Markets, Inc.
Brian Wittlin
201-575-3320

The Kroger Co.
Robert A. McLeod
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Alfred M. Lewis, Inc.
H.R. Huber
714-684-0170

Lloyd's Shopping Centers, Inc.
Decatur Rabiet
914-342-3905

"M" System Food Stores, Inc.
Baugh Lewis
915-655-4131

Malone & Hyde, Inc.
David C. Busch
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Marsh Supermarkets, Inc.
David M. Redden
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Martin's Super Markets, Inc.
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Minyard Food Stores, Inc.
John P. Bennett
214-393-8205

T.J. Morris Company
Edwin E. Akins
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Nash Finch Company
Tony Wald
612-929-0371

P&C Food Markets, Inc.
C. Kenneth Carlson
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Pay Less Super Markets, Inc.
Paul Nicholson
317-649-3526

Piggly-Wiggly Southern, Inc.
Lawrence G. Olsen
912-537-9871

Price Chopper Supermarkets
Curtis Hopkins
518-381-1374

Publix Super Markets, Inc.
Edward H. Ruth
813-688-1188

Quillins Inc.
Phil Quillin
608-785-1424

Ralphs Grocery Company
Gene A. Brown
213-605-4648

The Red Food Stores, Inc.
Jim Bowen
615-892-8029

Red Owl Stores, Inc.
Jeanne Frank
612-932-2284

Richfood, Inc.
James Connolley
804-746-6530

Riverside Markets - Penn
Traffic Company
Raymond J. Heath
814-371-5700

Rosauers Supermarkets, Inc.
W. Clark Benson
509-326-8900

Roundy's, Inc.
Dorothy B. Hansen
414-453-8200

Safeway Stores, Inc.

Peter J. Schmitt Co., Inc.
Samuel A. Iacuzzo
716-821-1306

Schnuck Markets, Inc.
Tom L. Hoskison
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Scrivner
John D. Isenegger
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Seaway Foodtown, Inc.
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Smitty's Super Valu, Inc.
William N. Dahlber

Spartan Stores, Inc.
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Stop & Shop Supermarket Company
Joline F. Kelley
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Supermarkets General Corporation
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Super Valu Stores Inc.
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Thriftway Inc.

Times Supermarket, Ltd.

Victory Markets, Inc.
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Vons Grocery Company
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Preston K. Olds
702-331-7700

Wegmans Food Markets, Inc.
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White Villa Grocers, Inc.
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PART II: COMPENSATION PROGRAM INFORMATION

INTRODUCTION

This year's survey includes sections on salary planning and on various key elements of the total compensation package for executives and other management. The topics included are:

- Salary Planning
- Annual Management Incentive Plans
- Long-Term Income Plans
- Benefits and Perquisites
- Health Care Cost Containment
- Company Cars

Plan prevalence is summarized by company size and, where there is sufficient data, by geographic region. (Regions are defined on page 60.) Information for each of the following five management groups is presented: Corporate/Operating Company Senior Management (i.e., top executives and senior functional management), Regional/District Management, Merchandisers/Buyers, Store Managers, and Other Store Management (i.e., Assistant/Co-Store Managers, Meat Managers, and other Department Managers).

Seventy-nine companies responded to the compensation program section of the survey.

SALARY PLANNING

Thirty-three (46 percent) of the 72 responding companies reported that their salary year begins in January. A summary of responses is shown below:

SALARY YEAR BEGINS IN	NUMBER OF COMPANIES
January	33
February	5
March	4
April	2
May	5
June	3
July	4
August	6
September	1
October	6
November	-
December	3

Fifty-nine companies report that they have, or plan to, adjust salary ranges in 1986; 17 companies report that they do not. Fifty-five companies report that they plan to adjust their ranges in 1987; 13 report that they do not. The following chart shows actual 1986 and planned 1987 range adjustments by employee category. Please note that a number of companies did not provide data. Sample sizes are reported in the exhibit.

SALARY RANGE ADJUSTMENTS

COMPARISON OF ACTUAL 1986 AND PROJECTED 1987 ANNUALIZED SALARY RANGE ADJUSTMENTS BY EMPLOYEE CATEGORY

EMPLOYEE CATEGORY	1986 ACTUAL	# OF RESPONSES	1987 PLAN	# OF RESPONSES
Salaried Nonexempt	5.0%	39	4.0%	35
Exempt	5.2	49	4.3	40

Sixty-two (85 percent) of the responding companies reported that they do not grant any form of economic or general adjustment to their salaried employees. Of the 11 companies that grant some form of adjustment, all grant adjustments to salaried nonexempt employees, nine grant adjustments to exempt employees and eight grant adjustments to officers/executives.

Although not all companies were able to supply predictions, the reported merit increase budget planned for 1987, 4.4 percent, is slightly less than the 1986 budget (4.7 percent) for all employee groups. A summary of the anticipated average merit increase budget by employee group is shown in the following exhibit.

MERIT INCREASE BUDGETS (INCLUDING ECONOMIC ADJUSTMENTS)

COMPARISON OF ACTUAL 1986 AND PROJECTED 1987 AVERAGE MERIT INCREASE BUDGETS BY EMPLOYEE CATEGORY

EMPLOYEE CATEGORY	PAID/PLANNED IN 1986	# OF RESPONSES	PLANNED FOR 1987	# OF RESPONSES
Salaried Nonexempt	4.6%	40	4.0%	25
Exempt	4.7	51	4.6	30
Officer/Executive	5.6	46	4.9	29
ALL EMPLOYEE GROUPS COMBINED	**4.7%**	**48**	**4.4%**	**29**

ANNUAL MANAGEMENT INCENTIVE PLANS

Prevalence

Sixty-six companies (84 percent) have management bonus or short-term incentive plans. Incentive plans are clearly the majority practice in all size categories and in all geographic regions.

PREVALENCE OF MANAGEMENT INCENTIVE PLANS

$ SALES	NUMBER OF COMPANIES WITH PLANS	PERCENT OF TOTAL
Less than $250 Million	24	77%
$250 - 499 Million	11	85
$500 - 999 Million	15	83
$1 Billion and Up	16	94
ALL COMPANIES	**66**	**84%**
GEOGRAPHIC REGION		
Northeast	19	86%
Northeast Central	15	83
West Central	16	84
Southeast	10	83
Pacific	6	75

Bonus plans are most prevalent at the corporate and operating company senior management level; 94 percent of the companies with plans provide plans at this level. A significant number of companies also provide plans for regional and district managers (80 percent); merchandisers and buyers (71 percent); store managers (80 percent); and other store management (55 percent). As the following chart shows, large companies tend to restrict bonus eligibility to a more limited management group than do small companies.

BONUS PLAN PREVALENCE BY MANAGEMENT GROUP
(As a Percent of Companies With Plans)

$ Sales	Senior Mgmt.	Reg./Dist. Mgmt.	Merch. & Buyer	Store Mgr.	Other Store Mgmt.	# of Companies With Bonus Plans
Less than $250 Million	92%	58%	71%	83%	58%	24
$250 - 499 Million	91	100	91	100	73	11
$500 - 999 Million	100	93	67	73	33	15
$1 Billion and Up	94	88	63	69	56	16
ALL COMPANIES	**94%**	**80%**	**71%**	**80%**	**55%**	**66**

Types of Plans

Forty-eight percent of the incentive plans are based on annual corporate and/or division performance targets; individual awards vary depending on individual contribution to results. Twenty-seven percent of the plans are "profit-sharing" plans in which the bonus fund is based on a fixed percentage of profits; individual awards are a pro-rated distribution of the fund depending on salary and/or performance. The remaining twenty-four percent of the plans are discretionary, i.e., awards are not based on a formula and the plan tends to be administered more informally than the other types of plans.

TYPES OF INCENTIVE PLANS

PLAN TYPES	# OF COMPANIES	% OF PLANS
Corporate Incentive Plan: Individual awards vary depending upon corporate and/or individual results; targets are determined on a year-to-year basis. Participants are informed of goals, potential awards, and basic operation of the plan.	24	36%
Corporate and Division Plan: Same as above except awards for division management are based on division results (and possibly corporate results).	8	12
Bonus Fund/"Profit-Sharing" Plan: The fund is determined by a fixed percentage of profits; prorated distribution is dependent on participant's salary and/or performance.	18	27
Discretionary: No formula for determining fund or awards; the plan tends to be more informal than the other types, and communication about the plan is limited.	16	24

Performance Measures

The majority of companies establish business,performance targets annually as part of their strategic planning process. As shown in the following chart, target earnings is the measure most frequently used in plans for all management levels.

PERFORMANCE MEASURES USED IN BONUS PLANS

PERFORMANCE MEASURE	Senior Mgmt. % of Plans	Reg./Dist. Mgmt. % of Plans	Merch. & Buyer % of Plans	Store Manager % of Plans	Other Store Mgmt. % of Plans
Target Earnings	73%	71%	71%	61%	58%
Target Sales	27	21	25	39	26
Return on Sales	12	9	14	15	11
Return on Invested Capital	17	12	14	6	11
Return on Equity	5	6	7	3	5
Return on Assets	7	9	11	3	5
Performance Relative to Peer Companies	2	-	-	3	5
Discretionary	10	18	14	12	16

Approximately two-thirds of the plans have minimum corporate performance levels below which no awards are paid. Many of these specify that the minimum is a percentage of an established profit target; however, there is considerable variation among the plans reported.

Individual Awards

Typically, incentive awards are based on the business performance of the organizational unit to which the individual belongs and on individual performance. As shown in the following chart, 95 percent of the senior management plans use company performance as the basis. Eighty-nine percent of the store management plans are based on store performance, and half of regional/district management plans are based on regional/district performance. A significant percentage of plans at all management levels use individual performance as a criterion in determining awards.

BASIS OF INDIVIDUAL BONUS AWARDS

BASIS	Senior Mgmt. % of Plans	Reg./Dist. Mgmt. % of Plans	Merch. & Buyer % of Plans	Store Manager % of Plans	Other Store Mgmt. % of Plans
Overall Company Performance	95%	59%	80%	23%	20%
Regional/District Performance	7	50	23	4	-
Store Performance	2	9	5	89	80
Individual Performance	45	44	53	45	47
NUMBER OF COMPANIES RESPONDING	**56**	**46**	**40**	**47**	**30**

NOTE: Most companies use a combination of performance results.

Though individual bonuses awarded to top executives and middle management vary widely, most plans are designed to pay a target (or average) award. Most plans also specify a maximum award level. Typical target and maximum award levels are listed below.

TYPICAL TARGET BONUS AWARD LEVELS
(Expressed as a Percent of Salary)

LEVEL	COMPANIES WITH SALES LESS THAN $500MM	COMPANIES WITH SALES GREATER THAN $500MM
Senior Management	20%	25%
Regional/District Management	15	20
Merchandisers & Buyers	15	15
Store Managers	15	15
Other Store Management	10	10

TYPICAL MAXIMUM BONUS AWARD LEVELS
(Expressed as a Percent of Salary)

LEVEL	COMPANIES WITH SALES LESS THAN $500MM	COMPANIES WITH SALES GREATER THAN $500MM
Senior Management	25%	35%
Regional/District Management	25	30
Merchandisers & Buyers	20	25
Store Managers	20	25
Other Store Management	15	15

Eligibility

In companies with management incentive plans, an average of 56 percent of total exempt employees were eligible to participate in a management incentive plan in 1985. An average of 50 percent of exempts actually received a bonus award for 1985.

PERCENTAGE OF EXEMPT EMPLOYEES IN INCENTIVE PLANS

PERCENTAGE OF TOTAL EXEMPTS	ELIGIBLE FOR PLAN % of Plans	ACTUALLY PARTICIPATED IN 1985 % of Plans
Less than 10%	19%	23%
10 - 29%	12	10
30 - 49%	9	13
50 - 69%	12	13
70 - 89%	20	21
90 - 99%	11	8
100%	17	12
	100%	100%
AVERAGE % OF EXEMPTS	**56%**	**50%**

LONG-TERM INCOME PLANS

Prevalence

Twelve companies (15 percent) provide a long-term income plan. As shown in the following chart, the prevalence of plans is significantly greater in companies over $1 billion in sales. The small sample size precludes drawing conclusions about the prevalence of plans in each of the geographic regions.

PREVALENCE OF LONG-TERM INCOME PLANS

$ SALES		NUMBER OF COMPANIES WITH PLANS	PERCENT OF TOTAL
Less than $250 Million		1	3%
$250 - 499 Million		0	-
$500 - 999 Million		5	28
$1 Billion and Above		6	43
	ALL COMPANIES	**12**	**15%**
GEOGRAPHIC REGION			
Northeast		3	15%
Northeast Central		2	11
West Central		2	11
Southeast		3	27
Pacific		2	25

Most of the companies with plans restrict eligibility to the senior management level; the following chart shows the prevalence of plans for each management level.

LONG-TERM INCOME PLAN PREVALENCE BY MANAGEMENT GROUP

LEVEL	NUMBER OF COMPANIES WITH PLANS
Senior Management	12
Regional/District Management	5
Merchandisers & Buyers	2
Store Manager	2
Other Store Management	1

Types of Plans

The types of plans provided to each management level are summarized on the following page. Typically, awards are granted annually to individuals participating in the company's plans.

TYPES OF LONG-TERM INCOME PLANS

PLANS	SENIOR MGMT. Number of Companies	REG./DIST. MGMT. Number of Companies	MERCH. & BUYERS Number of Companies	STORE MGR. Number of Companies	OTHER STORE MGMT. Number of Companies
Incentive Stock Options: Options to purchase shares of common stock for no less than 100 percent of market value at the time of grant. Options must be exercised in the sequence in which they were granted. Option gain income qualifies for long-term capital gains treatment if stock is held for one year after exercising options.	9	4	2	2	1
Nonqualified Stock Options Without Stock Appreciation Rights: Options to purchase shares of company stock. Option gains are taxable as earned income at the time the option is exercised. Options can be granted at less than market price and do not have to be exercised in the sequence in which they were granted.	2	-	-	-	-
Nonqualified Stock Options With Stock Appreciation Rights: In lieu of exercising all or a portion of nonqualified stock options, the executive is allowed to surrender unexercised option shares and receives a payment equal to the difference between the option price and the market price of the surrendered shares. Payment is typically in cash.	3	1	1	1	1
Restricted Stock Plan: An executive is awarded shares of company stock which are restricted from sale for a specific period of time. The number of shares which actually vest with the executive is based on achievement of internal company performance objectives and the executive remaining with the company for a specific period of time.	4	-	-	-	-
Performance Share Plan: Executive is granted contingent award of company stock which vests over a number of years according to some measure of company performance. Value paid to executive equals number of vested shares times stock price at time of vesting.	1	-	-	-	-
Phantom Stock Plan: Phantom stock units are credited on a bookkeeping basis to an executive's account. Appreciated stock value, often plus accrued dividend values, is paid out at the end of a predetermined time -- usually five years -- in either cash or stock, or some combination. A variation is the payment of the full stock price value rather than just the appreciation. In some cases, phantom stock units are awarded only for the accrual of dividends -- such phantom units are often called dividend units.	-	-	-	-	-
Long-Term Bonus Plan: The company pays a bonus in cash or stock based on the achievement of present long-term objectives. Often expressed in the form of performance units. Performance is typically measured over a three to five-year period of time.	2	1	-	-	-

BENEFITS AND PERQUISITES

The following charts summarize the prevalence of various benefits and perquisites in each of the five management groups surveyed.

In addition to the plans listed on the following pages, participating companies were asked about IRAs and flexible benefits programs.

- **IRAs:** Only one company contributes toward employee Individual Retirement Accounts.

- **Flexible Benefits:** "Cafeteria" or flexible benefits programs are those in which plan participants may choose among two or more benefits according to their needs. Currently, five companies provide such a program. Thirteen companies report that they are considering such a program. Most of these plan to offer the plan to all of the management groups surveyed.

PREVALENCE OF BENEFIT PLANS

	SENIOR MGMT.		REG./DIST. MGMT.		MERCH. & BUYER		STORE MGR.		OTHER STORE MGMT.	
	Number of Companies	% of Total	Number of Companies	% of Total	Number of Companies	% of Total	Number of Companies	% of Total	Number of Companies	% of Total
Qualified Pension Plan	58	73%	53	67%	57	72%	50	63%	49	62%
Qualified Profit-Sharing Plan	30	38	25	32	28	35	25	32	23	29
Qualified Thrift-Savings Plan	13	16	13	16	12	15	11	14	10	13
Employee Stock Purchase Plan	15	19	14	18	13	16	12	15	9	11
Employee Stock Ownership Plan (ESOP)	12	15	11	14	12	15	11	14	10	13
Tax Reduction Act Stock Ownership Plan (TRASOP)	1	1	1	1	1	1	1	1	1	1
Payroll-Based Stock Ownership Plan (PAYSOP)	11	14	11	14	11	14	10	13	9	11
401K Salary Reduction Plan (Deferral of portion of base salary and/or total compensation)	32	41	31	39	32	41	29	37	26	33
Voluntary Deferred Compensation Plan (Deferral of incentive bonus portion of compensation)	9	11	5	6	4	5	3	4	2	3
Dental Insurance Plan	73	92	62	78	69	87	62	78	57	72
Visual/Optical Coverage Plan	42	53	32	41	38	48	33	42	30	38
Prescription Plan	52	66	46	58	49	62	46	58	42	53

PREVALENCE OF SUPPLEMENTAL PLANS

	SENIOR MGMT.		REG./DIST. MGMT.		MERCH. & BUYER		STORE MGR.		OTHER STORE MGMT.	
	Number of Companies	% of Total	Number of Companies	% of Total	Number of Companies	% of Total	Number of Companies	% of Total	Number of Companies	% of Total
Supplemental Life Insurance (i.e., in addition to group life plan)	49	62%	37	47%	39	49%	33	42%	27	34%
Supplemental Long-Term Disability (i.e., in addition to group long-term disability coverage)	38	48	29	37	32	41	30	38	25	32
Total Medical Expenses (i.e., reimbursement of medical expenses not covered by company's group medical insurance program)	16	20	2	3	2	3	3	4	3	4
Supplemental Retirement Plan (i.e., in addition to pension, profit-sharing or retirement benefits provided to all employees)	10	13	4	5	3	4	3	4	3	4

PREVALENCE OF PERQUISITES

	SENIOR MGMT.		REG./DIST. MGMT.		MERCH. & BUYER		STORE MGR.		OTHER STORE MGMT.	
	Number of Companies	% of Total	Number of Companies	% of Total	Number of Companies	% of Total	Number of Companies	% of Total	Number of Companies	% of Total
Educational Aid for Employees	50	63%	44	56%	46	58%	41	52%	37	47%
Educational Aid for Dependents	4	5	3	4	2	3	2	3	2	3
Company-Paid Annual Physicals	47	59	22	28	16	20	11	14	6	8
Country Club Membership Dues	22	28	-	-	-	-	-	-	-	-
Luncheon/Dinner Club Dues	16	20	2	3	3	4	4	5	-	-
Financial Counseling Services	17	22	3	4	2	3	1	1	1	1
Tax Counseling Services	9	11	2	3	1	1	-	-	-	-
Estate Planning Services	10	13	1	1	-	-	-	-	-	-
Legal Counseling Services	7	9	2	3	1	1	1	1	1	1
First-Class Air Travel	7	9	-	-	-	-	-	-	-	-
Low-or-No Interest Company Loan	11	14	4	5	5	6	5	6	2	3
Executive Dining Room	3	4	-	-	-	-	-	-	-	-

HEALTH CARE COST CONTAINMENT

This section covers various topics related to how companies are administering their health care plans for their headquarters management staff. The responses indicate that many companies are increasing their efforts to control health care costs.

Coverage

All of the companies surveyed provide health benefits coverage. Twenty companies (25 percent) require employees to pay part of the premiums for employee coverage; 30 companies (38 percent) require contributions toward dependents' coverage.

Thirty companies (38 percent of those surveyed) reported that they have made a change in coverage during the last two years. Of these, twenty-one have increased the deductible - - typically, from $100 to $150 or $200. Eleven companies have increased the employee's portion of the premium for dependent's coverage; seven have increased the premium for employee coverage. Six companies have changed the benefits co-payments; that is, the percentage of covered health care costs paid by the plan.

Over three-quarters of the participants encourage the use of alternatives to traditional health care practices. As shown in the following chart, the most common alternatives are outpatient surgery and pre-admission testing.

PREVALENCE OF ALTERNATIVE PRACTICES

	NUMBER OF COMPANIES WHICH PROVIDE COVERAGE	PERCENT OF TOTAL
Outpatient Surgical Facilities	52	65%
Pre-admission Testing	49	62
Health Maintenance Organizations	22	28
Hospice Care	19	24
Paraprofessionals for Routine Illnesses	8	10

Eleven companies offer a Preferred Provider Organization (PPO) Plan. PPOs are plans which refer employees to a group of preferred physicians and specialists who have been selected to provide quality care at a reasonable cost. Five companies report that they encourage employees to use the PPOs by increasing the percentage of covered medical expenses (e.g., from 80 percent to 100 percent) or by eliminating the deductibles.

Twenty-one companies require that employees obtain second opinions for all non-emergency surgery. Twenty-four companies require a second opinion for elective surgery. Although many companies do not require second opinions, the majority cover them if employees obtain them voluntarily; only five companies do not cover them.

Administration

Forty-five companies (57 percent of those surveyed) have a self-insured plan (i.e., the company incurs the risk of claims payment). Thirty-nine of these companies have stop-loss coverage which insures the company if costs exceed a predetermined amount.

The majority of companies use a third-party administrator or insurance carrier to administer claims. Only four companies handle claims administration internally.

Ten companies report that they offer incentives to employees who audit their own medical bills for accuracy. Eight of these companies pay the employee 50 percent of any amounts saved through the audits; two companies pay 25 percent.

Prevention

Many companies sponsor health-related programs for their employees. The most common are Cardiopulmonary Resuscitation Training (CPR) (35 companies) and blood pressure checks (26 companies). The prevalence of various programs is shown in the following chart.

PREVALENCE OF COMPANY-SPONSORED HEALTH PROGRAMS

PROGRAM	NUMBER OF COMPANIES	PERCENT OF TOTAL
Cardiopulmonary Resuscitation Training (CPR)	35	44%
Blood Pressure Checks	26	33
Employee Assistance Programs	21	27
Health Newsletter	18	23
Smoking Cessation	16	20
Exercise-Fitness Programs	15	19
Alcohol-Drug Abuse Control	15	19
Flu Shots	10	13
Nutrition-Weight Control	8	10
Stress Management	7	9
Accident Risk Reduction	6	8
Hypertension Control	5	6
Cancer Risk Reduction	3	4
Heart Attack Risk Reduction	2	3

COMPANY CARS

Prevalence

The majority of companies provide company cars to corporate and operating company senior management and to regional/district management. About half provide cars to merchandisers and buyers. Only two companies provide cars to store management.

The following chart summarizes the practices for each management level by company size and by geographic region.

PREVALENCE OF COMPANY CARS

	SENIOR MGMT.		REG./DIST. MGMT.		MERCH. & BUYER		STORE MGR.		OTHER STORE MGMT.	
	Number of Companies	% of Total	Number of Companies	% of Total	Number of Companies	% of Total	Number of Companies	% of Total	Number of Companies	% of Total
$ SALES										
Less than $250 Million	29	94%	19	61%	17	55%	1	3%	-	-
$250 - 499 Million	11	85	11	85	8	62	1	8	1	8%
$500 - 999 Million	16	89	15	83	9	50	-	-	-	-
$1 Billion and Up	14	82	12	71	7	41	-	-	-	-
ALL COMPANIES	70	89%	57	72%	41	52%	2	3%	1	1%
GEOGRAPHIC REGION										
Northeast	19	86%	16	73%	10	45%	-	-	-	-
Northeast Central	17	94	13	72	10	56	1	6%	1	6%
West Central	17	89	15	79	10	53	1	5	-	-
Southeast	11	92	9	75	7	58	-	-	-	-
Pacific	6	75	4	50	4	50	-	-	-	-

Eligibility

Job title or position is most frequently used as the basis for providing a company car. In companies which use business mileage as a criterion, the number of miles is typically 17,000 -20,000 per year.

ELIGIBILITY FOR COMPANY CAR

	SENIOR MGMT. % of Plans	REG/DIST MGMT. % of Plans	MERCH & BUYER % of Plans
Job Title/Position	91%	74%	68%
Business Mileage	9	26	32

Type of Car

For senior management, the company car is typically a full-size luxury model. Below the senior management level, the car is typically a standard mid-size model.

TYPE OF CAR BY MANAGEMENT GROUP

	SENIOR MGMT. % of Plans	REG/DIST MGMT % of Plans	MERCH & BUYER % of Plans
Full-Size Luxury	58%	11%	-
Full-Size Standard	17	12	16%
Mid-Size Luxury	4	5	8
Mid-Size Standard	15	58	47
Compact	3	9	24
Other	3	5	5

Personal Use

Ninety-two percent of the companies permit personal use of company cars. The majority of companies credit additional income to the employee, others charge the employee on a weekly or monthly basis or based on personal mileage. The amounts charged vary widely and the size of the sample precludes drawing specific conclusions. The companies which charge a flat rate report amounts ranging from $5 to $25 per week and from $10 to $40 per month. Mileage charges range from $.10 to $.25 per mile.

METHODS OF CHARGING FOR PERSONAL USE OF COMPANY CAR

METHOD	PERCENT OF PLANS
Additional income credited to employee	69%
Employee pays for gasoline for personal use	15
Employee is charged a weekly amount	15
Employee is charged an amount based on mileage	13
Employee is charged a monthly amount	6

NOTE: Some companies use a combination of methods

The majority of companies use the Annual Lease Value Table to impute income to the employee.

METHODS OF IMPUTING INCOME FOR COMPANY CAR

METHOD	PERCENT OF PLANS
Annual Lease Value Table	72%
Amount per mile for personal use	15
Amount per mile except for documented business use	7
Other (or combination)	6

Sixty percent of the companies do not withhold for federal income tax purposes for personal use.

WITHHOLDING FOR FEDERAL INCOME TAX FOR PERSONAL USE OF COMPANY CAR

METHOD	PERCENT OF PLANS
No withholding	60%
Value of employee's personal use is added to regular earnings each pay period; withholding is calculated on the total	28
Value of employee's personal use is treated as supplemental wages; withholding is a flat 20 percent	12

Replacement

Cars are typically replaced after a specified number of miles and/or a specified number of years. The number of miles range from 30,000 to 150,000 with 50-60,000 being typical. The majority of companies which use years as a criterion replace cars every three years.

REPLACEMENT CRITERIA FOR CARS

CRITERIA	PERCENT OF PLANS
Mileage	55%
Years	55
Need	34

Business Use of Personal Cars

Ninety percent of the participants reimburse employees for business use of their personal cars. Ninety-five percent of these companies reimburse the employee based on mileage. The rates range from $.10 to $.25 with an average of $.20 per mile.

PART III: PERCENT CHANGE IN COMPENSATION
MARCH 31, 1985 - MARCH 31, 1986

The average percent change in base salary for all survey positions is 6.3 percent. This compares to 7.0 percent reported last year.

The average percent change in total compensation (salary plus bonus) for all positions for bonus-paying companies is 9.0 percent. This is the same as the percentage reported in last year's survey.

These percentages are based on the compilation of the average change for each survey position as reported by the survey participants.

The following exhibit shows the average percent change in compensation (base salary and total compensation) for each survey position.

SUMMARY OF PERCENT CHANGE IN COMPENSATION

SURVEY POSITION NUMBER	SURVEY POSITION TITLE	AVERAGE PERCENT CHANGE IN COMPENSATION Bonus Companies - Base Salary -	 Nonbonus Companies - Base Salary -	 All Companies - Base Salary -	 Bonus Companies - Total Compensation -
SENIOR EXECUTIVE POSITIONS					
1	Chief Executive Officer	5.8%	7.3%	6.2%	12.0%
2	Chief Operating Officer	9.5	7.6	9.2	9.8
3	Chief Financial Officer	7.7	10.4	8.3	13.2
4	Top Operating Company Executive	8.5	5.3	7.7	13.5
5	Top Legal Executive	10.6	9.5	10.3	14.1
STAFF POSITIONS - CORPORATE/OPERATING COMPANY					
6	Controller	7.4	2.4	6.0	8.7
7	Top Audit Executive	2.8	3.8	3.1	5.7
8	Top Data Processing Executive	9.0	6.9	8.3	9.3
9	Top Personnel Executive (With Labor Relations)	8.7	11.0	9.2	12.8
10	Top Personnel Executive (Without Labor Relations)	6.0	5.8	6.0	7.8
11	Top Labor Relations Executive	4.7	7.1	5.2	5.7
12	Training & Management Development Executive	8.2	8.6	8.3	13.0
13	Top Distribution Executive	7.9	13.4	8.7	11.8
14	Top Construction & Maintenance Executive (With Real Estate)	9.8	10.0	9.9	15.5
15	Top Construction & Maintenance Executive (Without Real Estate)	6.2	8.5	6.9	9.4
16	Top Real Estate Executive	7.2	4.5	6.5	13.8
17	Top Security/Loss Prevention Executive	1.3	5.5	2.9	3.6
18	Top Sanitation Executive	5.3	2.0	4.3	7.6
MERCHANDISING POSITIONS - CORPORATE/OPERATING COMPANY					
19	Top Merchandising & Procurement Executive	4.6	9.2	5.5	8.2
20	Top Advertising Executive	6.2	6.5	6.3	10.1
21	Top Grocery Operations Executive	6.5	10.1	7.3	6.7
22	Top Meat Operations Executive	3.3	7.0	4.3	4.5
23	Top Produce Operations Executive	7.1	7.1	7.1	11.3
24	Top General Merchandise/Nonfood Operations Executive	5.2	3.4	4.6	8.9

SURVEY POSITION NUMBER	SURVEY POSITION TITLE	AVERAGE PERCENT CHANGE IN COMPENSATION			
		Bonus Companies - Base Salary -	Nonbonus Companies - Base Salary -	All Companies - Base Salary -	Bonus Companies - Total Compensation -
MERCHANDISING POSITIONS - CORPORATE/OPERATING COMPANY (continued)					
25	Grocery Merchandiser	1.9%	7.4%	3.9%	3.3%
26	Meat Merchandiser	4.7	4.8	4.8	5.2
27	Produce Merchandiser	3.0	1.8	2.6	4.8
28	Frozen Food Merchandiser	5.9	10.6	7.1	11.7
29	Dairy Merchandiser	2.3	*	*	9.3
30	Nonfood Merchandiser	5.7	1.5	4.3	7.5
31	Grocery Buyer	1.0	4.7	3.1	2.2
32	Meat Buyer	6.0	8.7	7.5	8.6
33	Produce Buyer	3.3	6.5	5.2	4.7
34	Frozen Foods Buyer	9.2	5.0	6.0	8.3
35	Dairy Buyer	*	10.9	10.2	*
36	Nonfood Buyer	4.9	5.3	5.2	6.2
STORE OPERATIONS EXECUTIVE					
37	Top Store Operations Executive	2.7	9.0	3.5	2.2
38	Top Store Maintenance Executive	6.7	8.2	9.3	11.8
39	Division General Manager	9.3	7.6	9.1	9.9
40	Scanning Coordinator	9.2	5.0	7.1	11.7
41	District Manager	5.6	7.2	6.1	9.8
42	Store Manager	5.4	7.9	5.8	7.1
43	Assistant/Co-Store Manager	5.5	5.7	5.6	6.0
44	Meat Department Manager	4.5	1.8	2.7	5.6
NEW SURVEY POSITIONS					
45	Warehouse Manager (With Transportation)	5.9	7.3	6.2	6.5
46	Warehouse Manager (Without Transportation)	6.9	6.0	6.4	11.3
47	Top Drug Executive	8.5	*	8.2	13.3
48	Top Drug Merchandising Executive	4.5	5.2	4.8	*
49	Pharmacy Manager	6.1	6.2	6.2	6.1
50	Pharmacist	2.9	6.5	5.3	6.1
	AVERAGE	**6.3%**	**6.3%**	**6.3%**	**9.0%**

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* Insufficient data for analysis.

PART IV: PAY LEVEL DATA - - ANALYTICAL APPROACH

Two types of displays are used in this report to present pay level data - - tabular displays and trend lines. Both types complement one another and, when used together, provide a comprehensive analysis of market pay levels.

All compensation levels reported are effective **March 31, 1986**

TABULAR DISPLAYS

Tabular displays are most useful for giving a detailed picture of how the data is dispersed about the averages, how actual salaries compare to established salary ranges, and how bonus amounts relate to salary levels.

For each survey position, tabular displays show the compensation data as reported by each company. The data is categorized within scope/size groups to allow for comparison with positions in similar companies. In order to maintain the confidentiality of the participants; data within each scope category are arranged in descending order based solely on salary and not in relation to the scope/size of the company.

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 6 - CONTROLLER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$499.9 TO $250.0								
	NO IN POSITION: 15							
$359.6	WEIGHTED GROUP AVG:	$ 39.3	$ 11.4	$ 50.7	$37.1			

Scope: A relevant measure of position responsibility (i.e., company sales, number of stores, etc.)

The Group Average is weighted by the number of incumbents.

Reports To: Title of position to which the survey position reports.

No. in Position: The total number of incumbents.

Bonus Companies' Salary, Bonus, and Total Compensation: The annual salary rate in effect as of March 31, 1986, bonus paid in 1986 (for 1985 performance), and total compensation (salary plus bonus). Incumbents eligible for bonus are included here even when a bonus was not awarded.

The Group Average is weighted by number of incumbents.

Nonbonus Companies Salary: The annual salary rate in effect as of March 31, 1986.

The Group Average is weighted by the number of incumbents.

Salary Range Minimum, Midpoint or "Control Point" and Maximum: The established salary range if the position is covered by a formal salary structure.

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

Region #1 - Northeast

SCOPE AVG WKLY STORE SALES ($THOU)		BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$300.0 AND ABOVE														
NO IN POS:	158													
$407.0	WT'D AVG:	$ 39.7	$ 6.4	$ 46.1	$ 33.2									

# DYS: Average number of days worked per week (excluding Sunday).

# NTS: Average number of nights worked per week.

# HRS: Average total hours worked per week (excluding Sunday).

# SUN: Average number of Sundays worked per year.

SUN.PAY and HOL.PAY Sunday and Holiday pay policy code A-G or per day dollar amount.

CODES

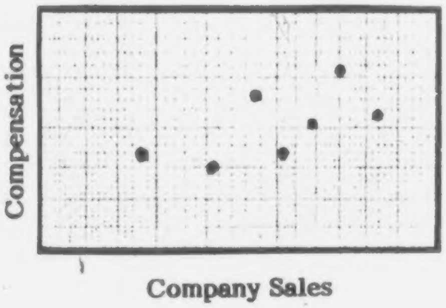
- A. No additional compensation - compensatory time off.
- B. No additional compensation - open Sundays.
- C. Not applicable - closed Sundays/Holidays.
- D. Straight time pay.
- E. Time and one-half (1.5 X)pay.
- F. Double time (2 X) pay.
- G. Triple time (3 X) pay.

TREND LINES

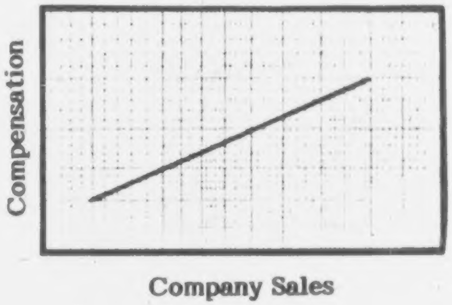
Some companies are reluctant to use trend lines because they do not show the actual data that have been reported. Trend lines, however, are most useful for analyzing the full range of data, and they tend to compensate better than tabular displays for one or two data points which may deviate significantly from the rest of the data.

The trend line provides a relative measure of the relationship between size (scope measure) and compensation. The actual data points (compensation in relation to scope) for each company are analyzed using a statistical technique called regression analysis to develop the "line of best fit" through all of the points. The following illustration shows this process.

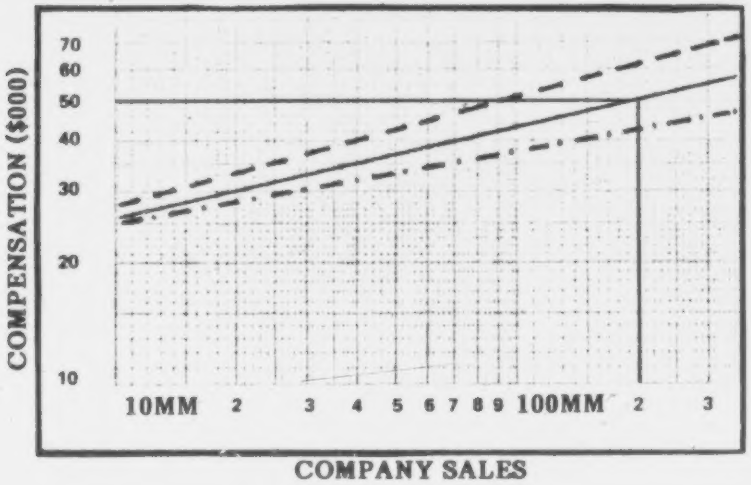
If actual pay rates are plotted as points on a graph, in relation to company sales, the resulting scattergram may look like the following:



The regression equation is used to draw the "line of best fit" (i.e., that straight line which will minimize the squared distance between each point and the trend line).



All data have been transformed to the logarithmic scale because it more accurately shows the relationship between compensation and scope. The following example illustrates the way trend lines are presented in this report.



LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———		
Bonus Co's Total Comp ------		
Nonbonus Co's Salary -.-.-.		

The **Bonus Co's Salary** line shows base salary for bonus-eligible positions. The **Bonus Co's Total Compensation** line shows total compensation (salary plus bonus) for bonus-eligible positions. The **Nonbonus Co's Salary** line shows salary for positions which are not bonus eligible.

The horizontal axis labels are:	M indicates Thousands
	MM indicates Millions
	B indicates Billions

The trend line is read by finding the relevant sales volume on the horizontal axis and the corresponding compensation figures on the vertical axis. In the above example, company sales of $200MM relates to an average base salary of $50,000 for bonus-paying companies. The trend line exhibits also provide two statistical measures - - the coefficient of determination and the standard error. These statistics explain the impact of the scope measure as a predictor of compensation. The following charts are guides in reading the trend lines.

GUIDE TO DETERMINING USEFULNESS OF TREND LINE ANALYSIS

COEFFICIENT OF DETERMINATION measures the variation in compensation that is explained by the scope.

If COEFFICIENT OF DETERMINATION is:	The Percent of Variation in Compensation Which is Explained by Scope is:
.90 - 1.00	90 - 100%
.80 - .89	80 - 89
.70 - .79	70 - 79
.60 - .69	60 - 69
.50 - .59	50 - 59
.40 - .49	40 - 49
.30 - .39	30 - 39
.20 - .29	20 - 29
.10 - .19	10 - 19

STANDARD ERROR measures the scatter or dispersion of points about the trend line.

If STANDARD ERROR is:	Most of the Data Falls within ± This Percent About the Line
1.00 - 1.10	0 - 10%
1.11 - 1.20	11 - 20
1.21 - 1.30	21 - 30
1.31 - 1.40	31 - 40
1.41 - 1.50	41 - 50
1.51 - 1.60	51 - 60
1.61 - 1.70	61 - 70
1.71 - 1.80	71 - 80
1.81 - 1.90	81 - 90

COEFFICIENT OF DETERMINATION	STANDARD ERROR			
	1.0 - 1.2	1.2 - 1.4	1.4 - 1.6	1.6 and Above
.64 - 1.00	EXCELLENT: Use with confidence.	VERY GOOD: Use with confidence.	GOOD: Use with caution since there is a high degree of variability about the line.	NOT GOOD: Too much variability about the line.
.36 - .64	VERY GOOD: Use with confidence.	GOOD: Use with confidence	ACCEPTABLE: Use with caution since there is a high degree of variability about the line.	NOT GOOD: Too much variability about the line
.16 - .36	GOOD: Use with confidence Points are clustered about the line but scope is not a predictor of compensation level.	GOOD: Use with caution, since scope only partially predicts compensation level and there is moderate degree of variability about the line.	NOT GOOD: Scope only partially predicts compensation levels and there is a high degree of variability about the line.	NOT GOOD: Too much variability about the line.

In conducting this survey, we obtained data for scope measures which we believed, based upon previous analysis, provided the best prediction of compensation levels for a given position. Where such a predictive relationship did not exist this year, the trend line was not constructed for that scope measure. Additionally, trend lines were not produced where there were insufficient data.

GEOGRAPHIC ANALYSIS

For **Merchandisers and Buyers, Division, District, and Store Management positions**, participants were asked to provide data on each position within five geographic regions. Where there are sufficient data, analyses have been provided for the following geographic areas.

REGION 1 - NORTHEAST:	Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont
REGION 2 - NORTHEAST CENTRAL:	Illinois, Indiana, Michigan, Ohio, Wisconsin
REGION 3 - WEST CENTRAL:	Arizona, Arkansas, Colorado, Idaho, Iowa, Kansas, Louisiana, Minnesota, Missouri, Montana, Nebraska, Nevada, New Mexico, North Dakota, Oklahoma, South Dakota, Texas, Utah, Wyoming
REGION 4 - SOUTHEAST:	Alabama, Delaware, District of Columbia, Florida, Georgia, Kentucky, Maryland, Mississippi, North Carolina, Puerto Rico, South Carolina, Tennessee, Virginia, West Virginia
REGION 5 - PACIFIC:	Alaska, California, Hawaii, Oregon, Washington

NATIONAL ANALYSIS

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 1 - CHIEF EXECUTIVE OFFICER

Accountable, under the direction of the Board of Directors, for the management of the company's total business performance. Provides overall leadership and direction to the development of policies and objectives, and assures effectuation of policies throughout the company. Reviews the operational and financial progress of the company and division to assure achievement of goals and objectives. Provides general direction to merchandising, store operations and staff activities. Makes decisions of major importance on matters where the interest or objective of more than one operating unit is involved. Assures that efficient organization practices, including adequate manpower forecasting and planning, are followed throughout the company. Assures capable management succession by proper recruitment and development. Conducts corporate strategic planning that assures targets are determined for continued growth and profitability. Reviews and effectively recommends to the Board salaries, appointments, retirements, etc., for officers. Responsible for establishing and maintaining relations with stockholders, the financial community, government agencies, suppliers and customers.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$2500.0 AND ABOVE	BOARD OF DIR.				$710.0			
	BOARD OF DIR.	$540.0	$225.0	$765.0				
	BOARD OF DIR.	483.6	224.1	707.7		$261.5	$348.6	$435.8
	BOARD OF DIR.	475.0	180.0	655.0				
	BOARD OF DIR.	460.0	0.0	460.0				
	BOARD OF DIR.	460.0	225.4	685.4		285.4	356.8	428.2
	BOARD OF DIR.	460.0	258.9	718.9		381.8	477.3	572.8
	BOARD OF DIR.	430.0	201.7	631.7		276.8	346.0	415.2
	BOARD OF DIR.				335.0			
					303.9			
	BOARD of DIR.	254.9	0.0	254.9				
	NO IN POSITION: 11							
$7152.9	WEIGHTED GROUP AVG:	$445.4	$164.4	$609.8	$449.6			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 1 - CHIEF EXECUTIVE OFFICER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$2499.9	BOARD OF DIR.	$460.0	$672.1	$1132.1				
TO	BOARD OF DIR.	425.0	67.0	492.0		$224.2	$299.0	$373.7
$1000.0	BOARD OF DIR.	350.0	145.0	495.0				
	BOARD OF DIR.	265.0	0.0	265.0				
	BOARD OF DIR.	244.0	40.0	284.0		211.0	263.7	316.4
	BOARD OF DIR.				$208.0			
	BOARD OF DIR.	198.4	41.2	239.6				
	BOARD OF DIR.	175.0	40.0	215.0				
		164.0	110.0	274.0		113.0	141.0	169.0
	BOARD OF DIR.	130.0	19.5	149.5				
	NO IN POSITION:	10						
$1478.9	WEIGHTED GROUP AVG:	$267.9	$126.1	$394.0	$208.0			
$ 999.9	BOARD OF DIR.	$315.0	$ 0.0	$315.0				
TO	BOARD OF DIR.	254.5	0.0	254.4		$218.4	$273.4	$328.0
$ 750.0	BOARD OF DIR.	250.0	135.2	385.2		182.3	227.9	273.4
	BOARD OF DIR.	220.0	96.0	316.0		167.8	213.9	260.0
	BOARD OF DIR.	200.0	0.0	200.0				
	BOARD OF DIR.				$160.0			
		150.0	0.0	150.0		117.0	143.5	169.6
	NO IN POSITION:	7						
$ 927.6	WEIGHTED GROUP AVG:	$231.6	$ 38.5	$270.1	$160.0			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 1 - CHIEF EXECUTIVE OFFICER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$749.9	BOARD OF DIR.	$300.0	$215.6	$515.6		$200.0	$255.0	$310.0
TO	BOARD OF DIR.	250.0	50.0	300.0		137.9	176.7	215.8
$500.0	BOARD OF DIR.	220.0	25.0	245.0				
	BOARD OF DIR.	194.7	35.6	230.3		148.9	186.1	223.4
	BOARD OF DIR.	140.0	8.8	148.8				
	BOARD OF DIR.	125.0	694.1	819.1				
	BOARD OF DIR.	110.0	101.7	211.7				
	BOARD OF DIR.				$ 75.0			
	BOARD OF DIR.	67.6	262.4	330.0				
		------	------	------	------			
	NO IN POSITION: 9							
$ 627.4	WEIGHTED GROUP AVG:	$175.9	$174.2	$350.1	$ 75.0			
$499.9	BOARD OF DIR.	$275.0	$ 75.0	$350.0				
TO	BOARD OF DIR.				$275.0			
$250.0	BOARD OF DIR.				240.0			
	BOARD OF DIR.	226.1	97.5	323.6				
	BOARD OF DIR.	215.7	26.0	241.7				
	BOARD OF DIR.	170.0	60.0	230.0				
	BOARD OF DIR.				130.0			
	BOARD OF DIR.	118.7	0.0	118.7		$100.0	$125.0	$150.0
	BOARD OF DIR.	77.7	7.8	85.5				
		------	------	------	------			
	NO IN POSITION: 9							
$ 368.1	WEIGHTED GROUP AVG:	$180.5	$ 44.4	$224.9	$215.0			

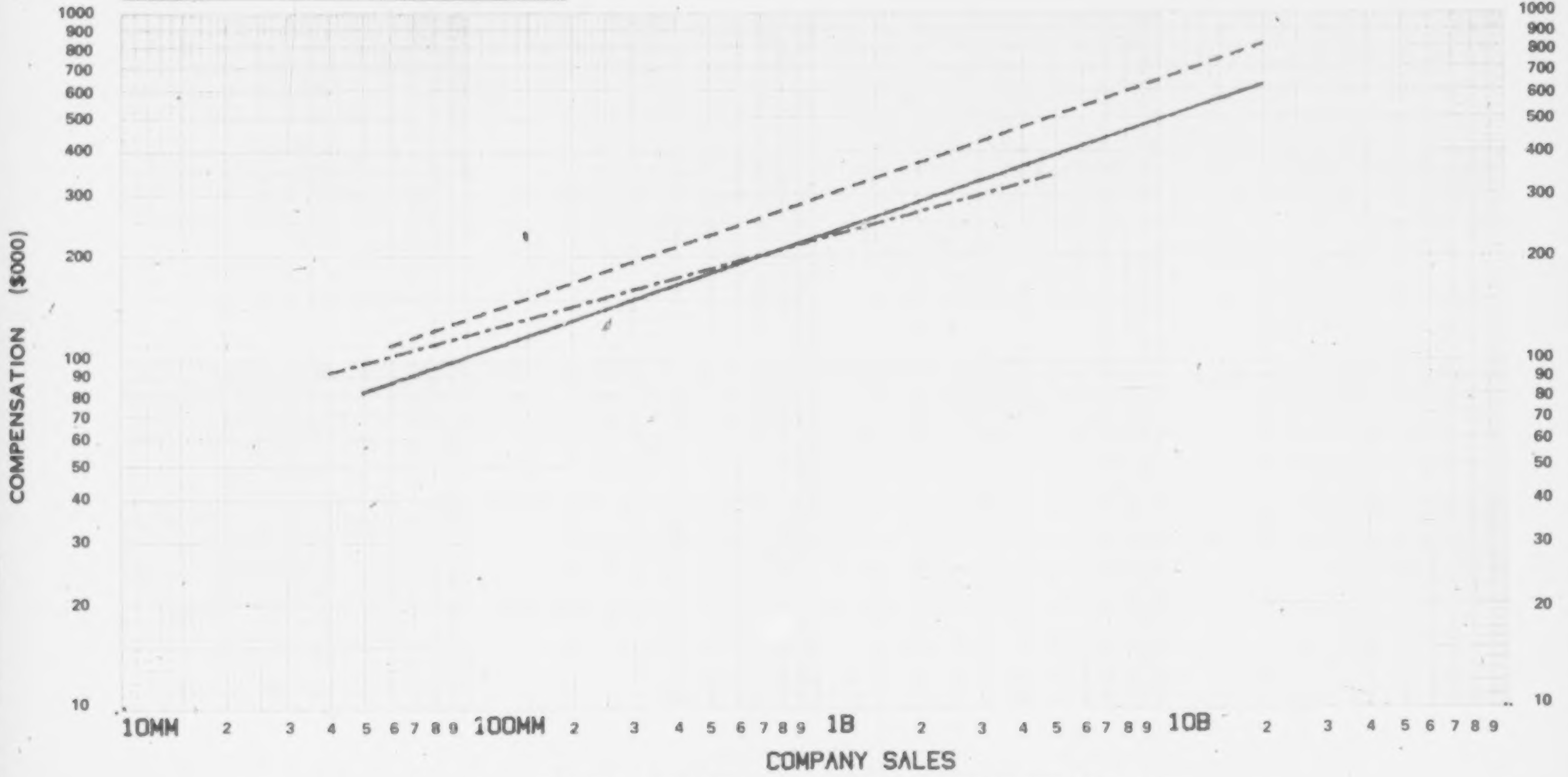
FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 1 - CHIEF EXECUTIVE OFFICER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$ 249.9 AND BELOW	CEO/PRESIDENT				$400.0			
	BOARD OF DIR.				234.0			
		$230.0	$100.0	$330.0				
	BOARD OF DIR.				228.8			
	BOARD OF DIR.				208.0			
	BOARD OF DIR.	190.0	0.0	190.0		$151.0	$178.0	$205.0
					163.0			
	BOARD OF DIR.	156.0	82.9	238.9				
	BOARD OF DIR.	156.0	0.0	156.0				
	BOARD OF DIR.				150.0			
		140.0	130.0	270.0				
	BOARD OF DIR.	133.0	50.0	183.0				
	BOARD OF DIR.				114.0			
	BOARD OF DIR.	100.0	26.7	126.7				
	BOARD OF DIR.				94.5			
	BOARD OF DIR.				94.0			
	BOARD OF DIR.				93.0			
	BOARD OF DIR.				82.5			
	BOARD OF DIR.	80.0	20.0	100.0		80.0	90.0	100.0
		78.0	27.0	105.0		90.0	100.0	140.0
	BOARD OF DIR.	78.0	20.0	98.0				
	BOARD OF DIR.	74.6	11.0	85.6		65.0	75.0	85.0
	BOARD OF DIR.	70.0	23.5	93.5				
		65.5	14.5	80.0				
	NO IN POSITION: 24							
$ 113.8	WEIGHTED GROUP AVG:	$119.3	$ 38.9	$158.2	$169.3			
	NO IN POSITION: 70							
$1595.1	POSITION AVERAGE	$228.1	$ 96.9	$325.0	$214.9			

Food Marketing Institute

1985/1986 MANAGEMENT COMPENSATION STUDY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.70	1.41
Bonus Co's Total Comp	------	0.72	1.39
Nonbonus Co's Salary	-·-·-·	0.60	1.37



SURVEY POSITION #1 - CHIEF EXECUTIVE OFFICER

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 2 - CHIEF OPERATING OFFICER

Provides overall direction and control to achieve the volume and operating profit goals of the company profit centers. Makes recommendations to the Chief Executive Officer on company policies, objectives and plans. Oversees the management of all company retail store operations, company-wide merchandising and procurement, manufacturing, distribution, and wholesale operations. Responsible for the attainment of projected sales, gross profit margins, expense control, and operating profit.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2500.0 AND ABOVE	CEO/PRESIDENT	$425.0	$ 0.0	$425.0				
	CEO/PRESIDENT	400.0	112.0	512.0				
	CEO/PRESIDENT	340.0	195.4	535.4		$266.6	$333.2	$399.8
	CEO/PRESIDENT	315.0	100.0	415.0				
	CEO/PRESIDENT	292.1	0.0	292.1				
	CEO/PRESIDENT	280.8	122.6	403.4		173.8	231.7	289.6
	CEO/PRESIDENT	250.0	0.0	250.0				
	BOARD OF DIR.	190.0	142.6	332.6		171.0	213.8	256.5
	CEO/PRESIDENT	110.0	0.0	110.0				
	NO IN POSITION:	9						
$ 7135.6	WEIGHTED GROUP AVG:	$289.2	$ 74.7	$363.9				
$2499.9 TO $1000.0	CEO/PRESIDENT	$310.0	$ 96.0	$406.0				
	BOARD OF DIR.	300.0	67.0	367.0		$185.3	$247.1	$310.0
	BOARD OF DIR.	197.6	82.1	279.7				
	CEO/PRESIDENT	187.0	26.0	213.0		97.8	122.2	146.6
	CEO/PRESIDENT	185.5	25.0	210.5				
	CEO/PRESIDENT	165.0	0.0	165.0				
	CEO/PRESIDENT	102.0	181.9	283.9				
	NO IN POSITION:	7						
$ 1564.5	WEIGHTED GROUP AVG:	$206.7	$ 68.3	$275.0				

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 2 - CHIEF OPERATING OFFICER

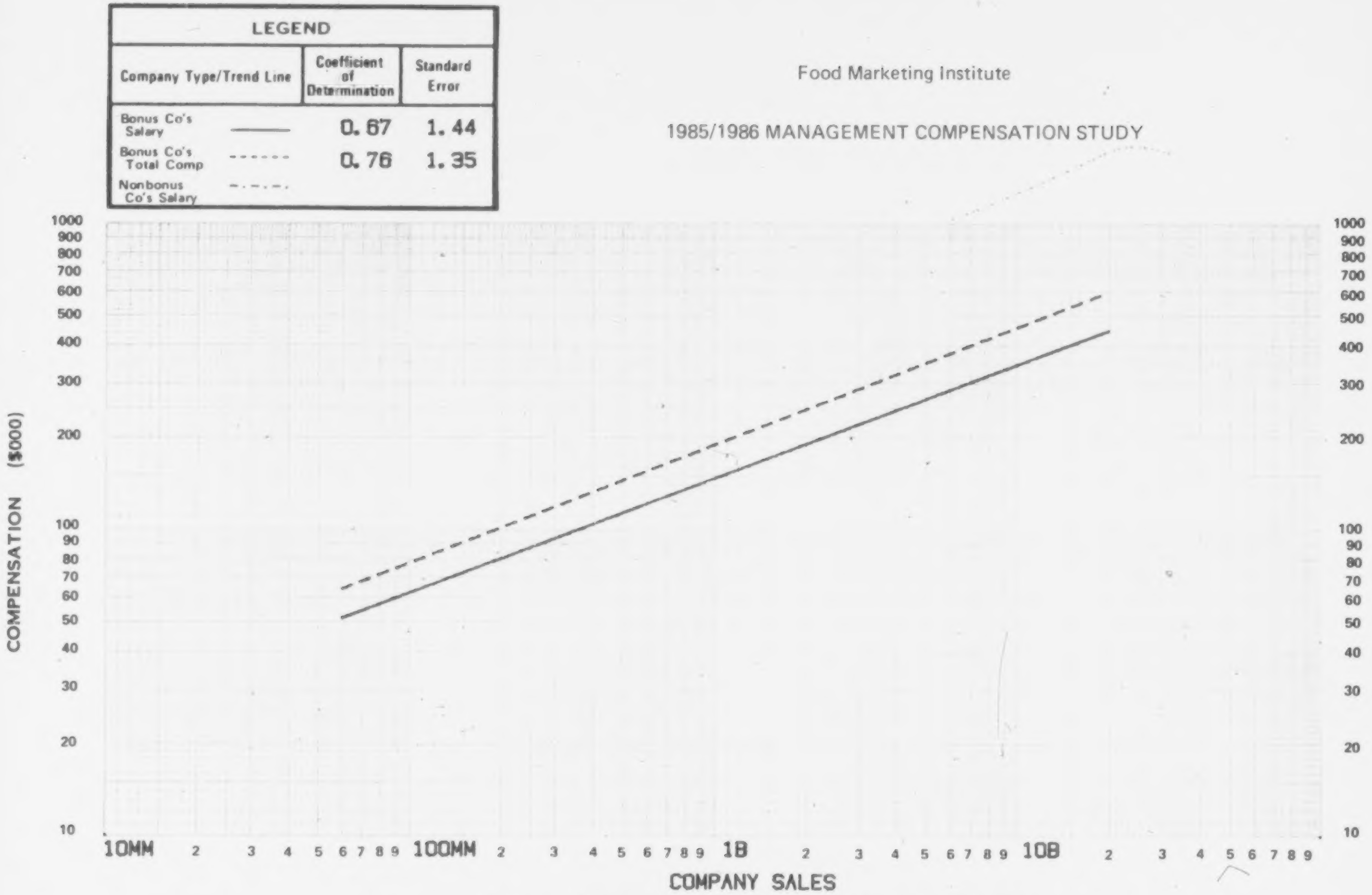
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$999.9	CEO/PRESIDENT	$209.0	$144.0	$353.0		$162.4	$203.2	$244.1
TO	CEO/PRESIDENT	180.0	85.5	265.5		129.2	161.6	193.9
$500.0	CEO/PRESIDENT	158.7	28.4	187.1		125.1	156.4	187.7
	CEO/PRESIDENT	150.0	29.3	179.3		117.0	143.5	169.6
	CEO/PRESIDENT	120.0	30.0	150.0				
	CEO/PRESIDENT	100.0	0.0	100.0				
	CEO/PRESIDENT	88.0	5.7	93.7				
	CEO/PRESIDENT	69.0	41.9	110.9				
	NO IN POSITION: 8							
$ 733.9	WEIGHTED GROUP AVG:	$134.3	$ 45.6	$179.9				
$499.9	CEO/PRESIDENT	$240.0	$ 0.0	$240.0				
TO	BOARD OF DIR.	200.0	75.0	275.0				
$250.0	BOARD OF DIR.				$125.0			
	CEO/PRESIDENT	97.5	20.8	118.3				
	CEO/PRESIDENT	95.0	0.0	95.0		$ 74.0	$ 92.0	$110.0
	CEO/PRESIDENT	74.8	7.5	82.3				
	CEO/PRESIDENT	39.0	106.0	145.0				
	NO IN POSITION: 7							
$ 354.2	WEIGHTED GROUP AVG:	$124.4	$ 34.9	$159.3	$125.0			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 2 - CHIEF OPERATING OFFICER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$249.9 AND BELOW	CEO/PRESIDENT				$228.8			
	CEO/PRESIDENT				200.0			
	CEO/PRESIDENT				163.0			
	CEO/PRESIDENT	$160.0	$ 65.0	$225.0		$127.0	$158.7	$190.5
	BOARD OF DIR.	133.0	50.0	183.0				
	BOARD OF DIR.				94.5			
	CEO/PRESIDENT	90.0	1.2	91.2				
	BOARD OF DIR.	78.0	20.0	98.0				
	CEO/PRESIDENT				68.0			
	CEO/PRESIDENT	60.0	12.0	72.0				
	CEO/PRESIDENT	57.0	7.5	64.5				
	CEO/PRESIDENT				55.0			
	NO IN POSITION: 13							
$ 134.5	WEIGHTED GROUP AVG:	$ 91.1	$ 24.0	$115.1	$134.9			
	NO IN POSITION: 44							
$ 1938.0	POSITION AVERAGE:	$175.9	$ 51.2	$227.1	$133.5			

Food Marketing Institute

1985/1986 MANAGEMENT COMPENSATION STUDY



Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.67	1.44
Bonus Co's Total Comp	------	0.76	1.35
Nonbonus Co's Salary	-.-.-.		

SURVEY POSITION #2 - CHIEF OPERATING OFFICER

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 3 - CHIEF FINANCIAL OFFICER

Develops and implements policies, plans and programs necessary for the effective management of the company's financial affairs. Directs the treasury, accounting, financial planning and insurance functions for the corporation. Initiates and coordinates necessary and appropriate accounting policies and procedures for all business units. Maintains corporate funds and cash management program. Directs preparation of all corporate financial reports and budgets. Provides financial counsel to the Chief Executive Officer on major business decisions.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$2500.0 AND ABOVE	CEO/PRESIDENT	$300.0	$119.3	$419.3				
	CEO/PRESIDENT				$294.2			
	CEO/PRESIDENT	225.0	0.0	225.0				
	CEO/PRESIDENT	206.8	82.9	289.7		$138.5	$184.6	$230.8
	CEO/PRESIDENT	192.5	61.0	253.5		139.4	174.2	209.1
	C.O.O.	188.1	0.0	188.1				
	CEO/PRESIDENT	175.0	0.0	175.0				
	CEO/PRESIDENT	167.0	108.7	275.7		143.6	179.5	215.4
	BOARD OF DIR.	165.0	124.7	289.7		118.1	147.6	177.1
	CEO/PRESIDENT	132.5	0.0	132.5				
	CEO/PRESIDENT	120.0	75.0	195.0		92.8	116.0	139.2
	NO IN POSITION: 11							
$ 6706.1	WEIGHTED GROUP AVG:	$187.2	$ 57.2	$244.4	$294.2			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 3 - CHIEF FINANCIAL OFFICER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$2499.9	CEO/PRESIDENT	$212.0	$155.0	$367.0				
TO	BOARD OF DIR.	150.5	19.5	170.0				
$1000.0	CEO/PRESIDENT	125.0	25.0	150.0				
	CEO/PRESIDENT	118.0	0.0	118.0				
	CEO/PRESIDENT	110.0	5.0	115.0				
	CEO/PRESIDENT	98.5	36.0	134.5		$ 75.0	$ 93.0	$112.0
	CEO/PRESIDENT	90.0	87.0	177.0		95.1	126.8	158.5
	CEO/PRESIDENT				$ 76.2			
	NO IN POSITION:	8						
$ 1551.9	WEIGHTED GROUP AVG:	$129.1	$ 46.8	$175.9	$ 76.2			
$999.9	CEO/PRESIDENT	$136.0	$ 20.0	$156.0		$106.0	$132.5	$159.0
TO	CEO/PRESIDENT	120.0	53.5	173.5		95.6	120.4	145.3
$750.0	CEO/PRESIDENT	115.0	34.9	149.9		109.4	136.7	164.0
	CEO/PRESIDENT	110.0	0.0	110.0				
	CEO/PRESIDENT	72.0	0.0	72.0				
	C.O.O.	68.0	15.7	83.7		62.6	79.6	90.8
	NO IN POSITION:	6						
$ 925.8	WEIGHTED GROUP AVG:	$103.5	$ 20.7	$124.2				

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 3 - CHIEF FINANCIAL OFFICER

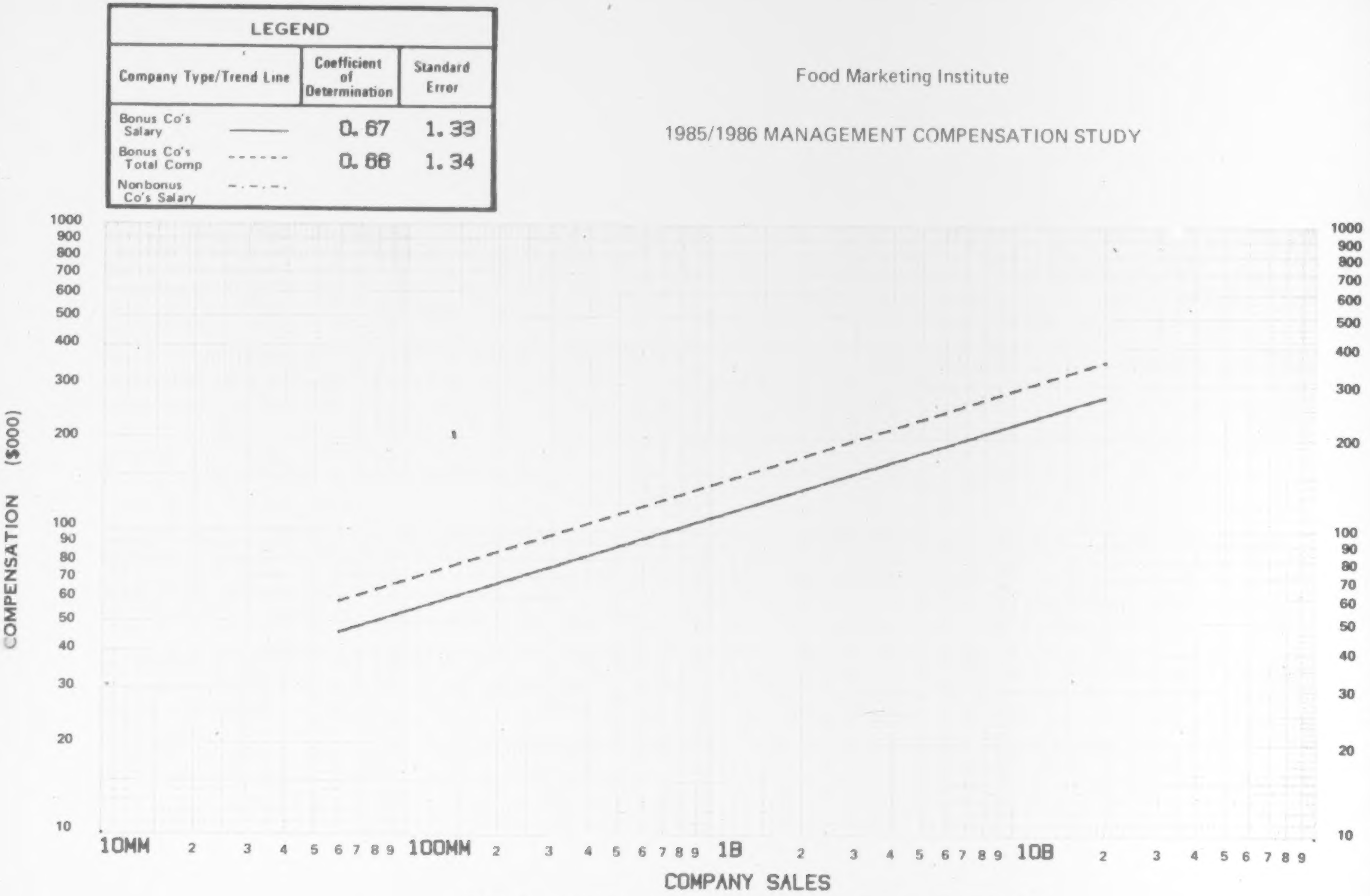
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$749.9	CEO/PRESIDENT	$108.0	$ 22.0	$130.0		$ 78.9	$ 98.7	$118.5
TO	CEO/PRESIDENT	103.0	17.3	120.3		77.0	96.2	115.5
$500.0	CEO/PRESIDENT	100.0	60.0	160.0		79.4	99.3	119.2
	CEO/PRESIDENT	96.0	6.4	102.4				
	CEO/PRESIDENT	77.0	25.0	102.0		71.7	89.6	107.5
	CEO/PRESIDENT				$ 67.6			
	CEO/PRESIDENT	60.0	354.4	414.4				
	CEO/PRESIDENT	56.5	16.4	72.9				
	CEO/PRESIDENT	41.6	90.4	132.0				
	NO IN POSITION:	9						
$ 644.8	WEIGHTED GROUP AVG:	$ 80.3	$ 74.0	$154.3	$ 67.6			
$499.9	CEO/PRESIDENT	$150.0	$ 40.5	$190.5				
TO	CEO/PRESIDENT	115.4	36.5	151.9		$ 79.2	$ 99.0	$118.9
$250.0	CEO/PRESIDENT				$111.0			
	C.O.O.	105.0	0.0	105.0				
	CEO/PRESIDENT	88.4	40.0	128.4				
	CEO/PRESIDENT	85.0	31.0	116.0				
	CEO/PRESIDENT	75.0	0.0	75.0		61.6	77.0	92.4
	CEO/PRESIDENT	68.8	6.9	75.7				
	CEO/PRESIDENT	65.0	15.6	80.6				
	CEO/PRESIDENT	36.0	32.0	68.0				
	NO IN POSITION:	10						
$ 382.1	WEIGHTED GROUP AVG:	$ 87.6	$ 22.5	$110.1	$111.0			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 3 - CHIEF FINANCIAL OFFICER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$249.9 AND BELOW	CEO/PRESIDENT				$104.0			
	CEO/PRESIDENT				89.0			
	CEO/PRESIDENT	$ 88.0	$ 27.5	$115.5		$ 82.9	$103.6	$124.3
	CEO/PRESIDENT	87.0	50.0	137.0				
	CEO/PRESIDENT	85.0	25.5	110.5				
	C.O.O.	78.1	0.9	79.0				
	CEO/PRESIDENT				73.8			
	CEO/PRESIDENT	72.8	12.2	85.0				
	CEO/PRESIDENT	62.9	30.8	93.7				
	CEO/PRESIDENT				60.0			
	BOARD OF DIR.	55.1	9.9	65.0				
	CEO/PRESIDENT				55.0			
	EXEC. V.P.				52.5			
	CEO/PRESIDENT	52.0	0.0	52.0		52.0	56.5	61.0
	CEO/PRESIDENT	44.0	5.0	49.0				
	C.O.O.				40.4			
	CEO/PRESIDENT				40.0			
	CEO/PRESIDENT	35.5	9.5	45.0				
	CEO/PRESIDENT				35.0	30.0	40.0	50.0
	NO IN POSITION: 19							
$ 128.5	WEIGHTED GROUP AVG:	$ 66.0	$ 17.2	$ 83.2	$ 61.1			
	NO IN POSITION: 63							
$ 1647.7	POSITION AVERAGE:	$109.8	$ 39.7	$149.5	$ 84.5			

Food Marketing Institute

1985/1986 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #3 - CHIEF FINANCIAL OFFICER

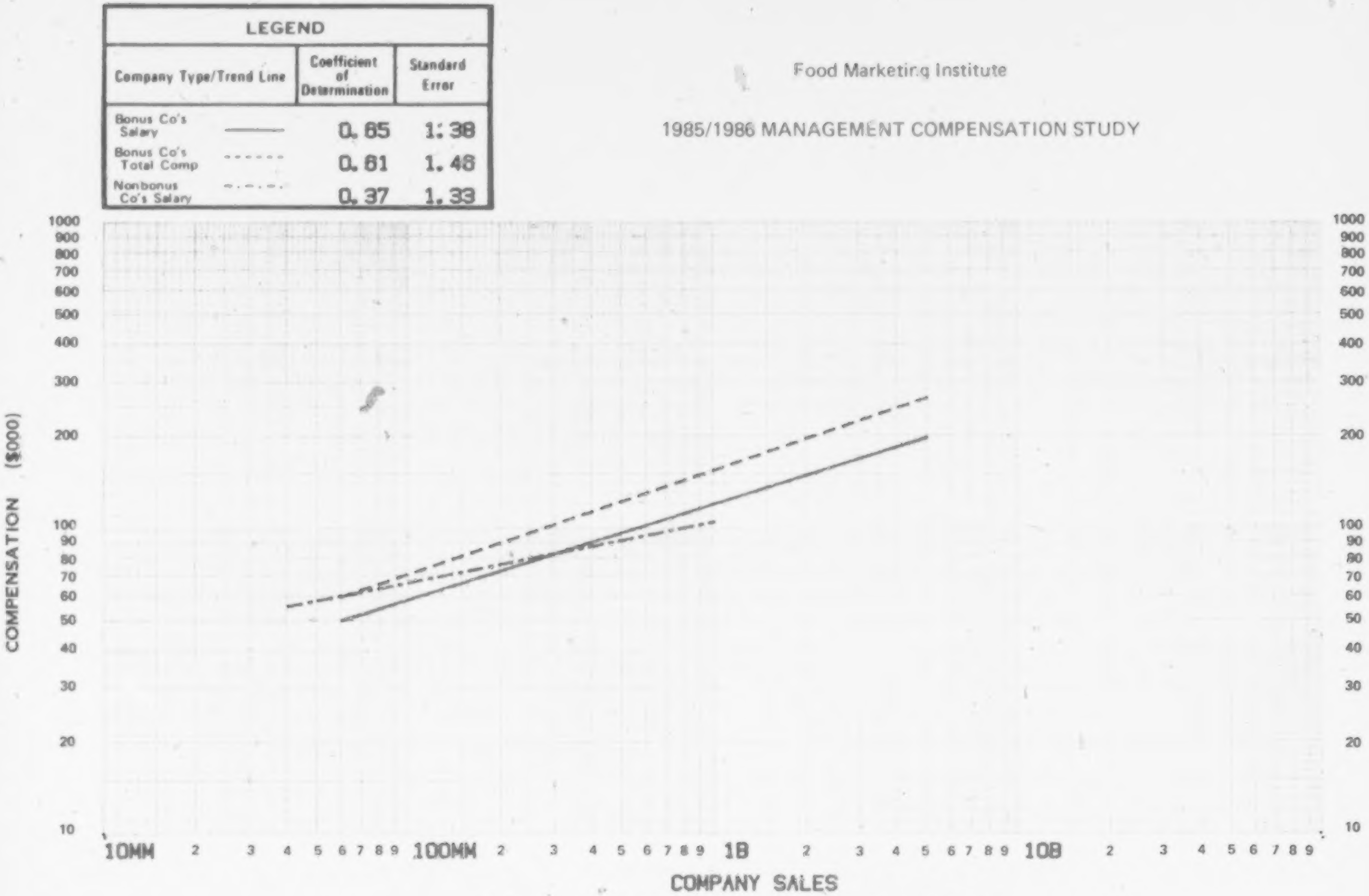
FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 4 - TOP OPERATING COMPANY EXECUTIVE

Accountable to a corporate Chief Executive Officer or group executive for the management of an autonomous operating company's or subsidiary's total business performance. Provides overall leadership and direction to the development of operating policies and objectives. Reviews the operational and financial progress of the company to assure achievement of goals and objectives. Provides general direction to merchandising, store operations and staff activities. Assures efficient organization practices, including management recruiting, employment and development. Prepares and recommends to corporate management strategic plans and objectives for continued growth, profitability and capital investments.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$1500.0 AND ABOVE	CEO/PRESIDENT	$300.0	$148.9	$448.9		$200.0	$250.0	$300.0
	CEO/PRESIDENT	280.0	92.0	372.0				
	C.O.O.	255.0	163.5	418.5		179.3	224.1	268.9
	C.O.O.	117.5	45.0	162.5		85.2	106.5	127.8
	C.O.O.	106.0	0.0	106.0				
	NO IN POSITION: 6							
$ 5417.5	WEIGHTED GROUP AVG:	$196.0	$ 82.4	$278.4				
$1499.9 TO $500.0	CEO/PRESIDENT	$166.4	$ 55.0	$221.4				
	C.O.O.	160.0	26.8	186.8		$153.2	$204.2	$255.3
		152.0	50.0	202.0		133.7	167.1	200.5
	CEO/PRESIDENT	142.7	25.0	167.7		132.5	165.6	198.8
	CEO/PRESIDENT	115.0	15.0	130.0		103.3	130.8	158.5
	C.O.O.	95.2	0.0	95.2		79.0	103.9	128.8
	CEO/PRESIDENT				$ 85.0			
	CEO/PRESIDENT	83.0	41.3	124.3		81.0	101.0	122.0
	CEO/PRESIDENT	80.6	66.4	147.0				
	NO IN POSITION: 10							
$ 887.2	WEIGHTED GROUP AVG:	$119.5	$ 38.4	$157.9	$ 85.0			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 4 - TOP OPERATING COMPANY EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$499.9 AND BELOW	CEO/PRESIDENT	$175.0	$ 75.0	$250.0				
	CEO/PRESIDENT				$130.0			
	CEO/PRESIDENT				115.0			
	C.O.O.	96.0	0.0	96.0				
	CEO/PRESIDENT	70.9	25.0	95.9		$ 63.5	$ 74.7	$ 85.9
	C.O.O.				70.2			
	CEO/PRESIDENT	68.7	28.7	97.4				
	CEO/PRESIDENT				65.3			
	C.O.O.	65.1	6.5	71.6				
	C.O.O.	65.0	12.5	77.5				
	CEO/PRESIDENT	62.5	17.5	80.0				
	CEO/PRESIDENT				60.0			
	C.O.O.				59.7			
	CEO/PRESIDENT	59.2	10.0	69.2		55.0	60.0	70.0
	CEO/PRESIDENT	52.0	13.0	65.0				
	CEO/PRESIDENT				52.0			
	NO IN POSITION: 18							
$ 203.2	WEIGHTED GROUP AVG:	$ 78.3	$ 21.7	$100.0	$ 77.8			
	NO IN POSITION: 34							
$ 1324.6	POSITION AVERAGE:	$121.4	$ 42.3	$163.7	$ 78.6			



Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.65	1.38
Bonus Co's Total Comp	- - - - - -	0.61	1.48
Nonbonus Co's Salary	-·-·-·-	0.37	1.33

SURVEY POSITION #4 - TOP OPERATING COMPANY EXECUTIVE

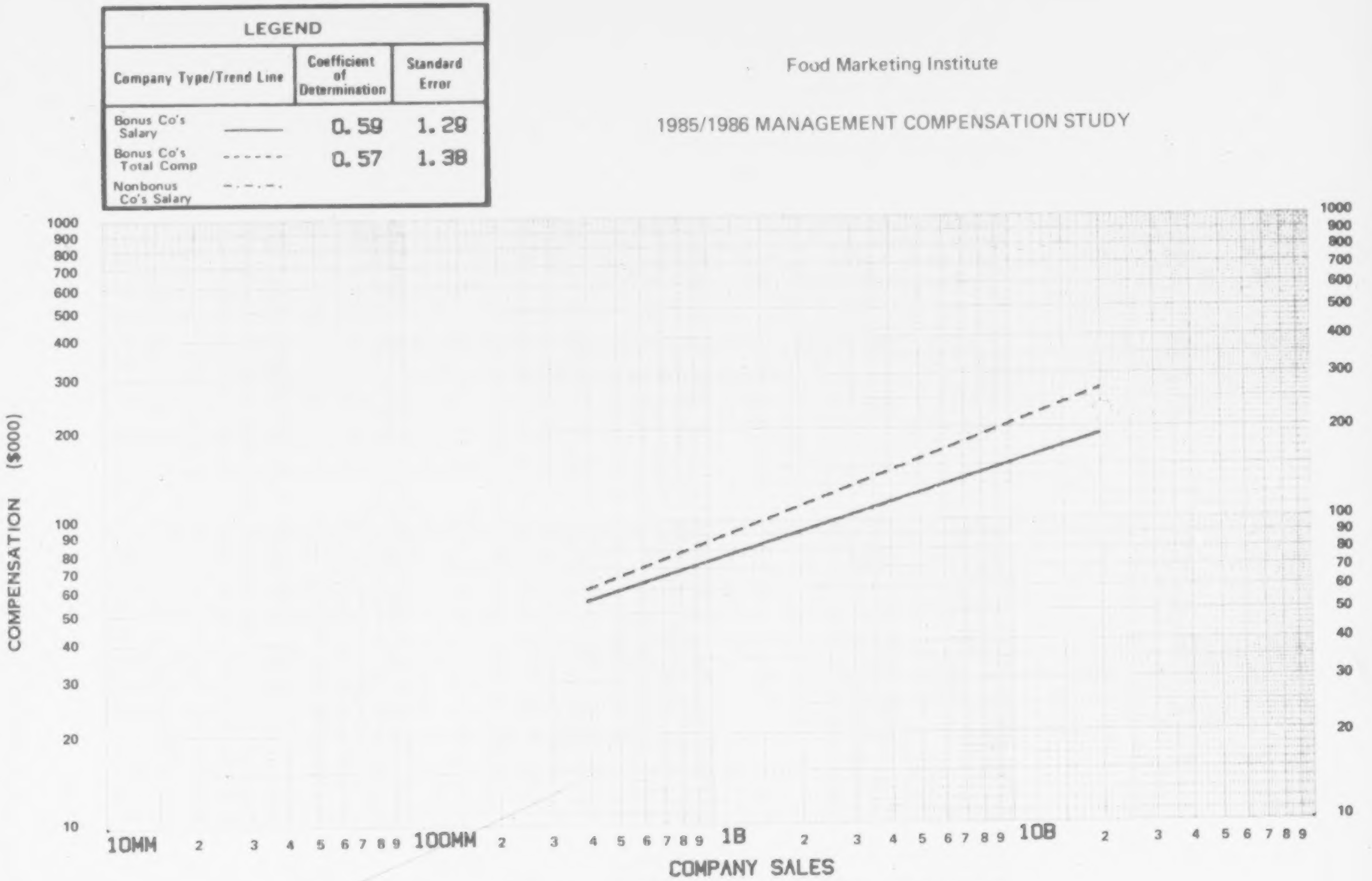
FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 5 - TOP LEGAL EXECUTIVE

Provides legal counsel and guidance in ordinary and special activities of the corporation to insure maximum protection of corporate legal rights. Assures Chief Executive Officer that corporate and divisional businesses operate within the limits of prescribed law. Directs defense and/or prosecution in suits or claims involving the corporation, subsidiaries, operating companies or divisions. Supervises the preparation of legal forms, reports, statements, etc., related to federal and state filings and regulations.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$2500.0 AND ABOVE	CEO/PRESIDENT	$165.0	$ 89.7	$254.7		$139.4	$174.3	$209.2
	CEO/PRESIDENT	150.0	0.0	150.0				
	EXEC. V.P.	150.0	38.1	188.1				
	BOARD OF DIR.	143.0	0.0	143.0				
	CEO/PRESIDENT	117.0	28.6	145.6		98.4	123.0	147.6
	CEO/PRESIDENT	100.0	20.0	120.0				
	SENIOR V.P.	92.0	27.5	119.5		71.8	89.8	107.7
	SENIOR V.P.				$ 88.6			
	CEO/PRESIDENT	82.5	28.7	111.2		65.8	82.2	98.6
	NO IN POSITION: 9							
$ 7146.9	WEIGHTED GROUP AVG:	$124.9	$ 29.1	$154.0	$ 88.6			
$2499.9 TO $1000.0	CEO/PRESIDENT	$110.0	$ 0.0	$110.0				
	CEO/PRESIDENT	106.6	60.7	167.3				
	CEO/PRESIDENT	100.0	130.4	230.4				
	C.O.O.	90.0	0.0	90.0		$ 71.5	$ 95.3	$119.1
	CEO/PRESIDENT	72.0	10.0	82.0				
	CEO/PRESIDENT				$ 71.0			
	CEO/PRESIDENT				61.0	76.6	95.7	114.8
	NO IN POSITION: 7							
$ 1522.0	WEIGHTED GROUP AVG:	$ 95.7	$ 40.2	$135.9	$ 66.0			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 5 - TOP LEGAL EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS kO$PANIES SALARY	SALARY RANGE MIN	MID	MAX
$999.9	CEO/PRESIDENT				$158.5			
AND BELOW	CEO/PRESIDENT	$115.0	$ 66.2	$181.2		$ 79.4	$ 99.3	$119.2
	CEO/PRESIDENT	103.5	10.0	113.5		84.4	104.2	125.1
	C.O.O.				90.0	45.9	58.0	70.2
	CEO/PRESIDENT	80.0	11.0	91.0		54.7	66.6	79.6
	CEO/PRESIDENT				69.5	62.6	76.9	90.8
	CEO/PRESIDENT				60.0			
	SENIOR V.P.	59.5	9.9	69.4		34.0	53.4	61.5
	SENIOR V.P.	52.0	0.0	52.0		36.6	45.7	54.9
	SENIOR V.P.	50.0	0.0	50.0				
	CEO/PRESIDENT	40.0	9.9	49.9				
	NO IN POSITION: 11							
$ 691.4	WEIGHTED GROUP AVG:	$ 71.4	$ 15.3	$ 86.7	$ 94.5			
	NO IN POSITION: 27							
$ 3058.6	POSITION AVERAGE:	$ 98.9	$ 27.0	$125.9	$ 85.5			



SURVEY POSITION #5 - TOP LEGAL EXECUTIVE

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 6 - CONTROLLER

Directs the corporate or operating company accounting function. Recommends accounting policies and procedures. Oversees the preparation and interpretation of accounting reports, forecasts, budgets, expenses, and operating results. Consolidates financial data in periodic (i.e., monthly, quarterly, etc.) reports on operations. Develops and maintains financial procedures covering the company's inventories. Works with the company's independent auditors on annual financial audit. Prepares annual financial statements for corporate management review. Typically, this position reports to the Chief Financial Officer. (If Controller is Chief Financial Officer, report data under Survey Position #3.)

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2500.0 AND ABOVE	SENIOR V.P.				$160.0			
	VICE PRESIDENT	$157.6	$ 0.0	$157.6				
	CEO/PRESIDENT	145.0	70.6	215.6		$ 92.7	$115.9	$139.0
	EXEC. V.P.	130.0	32.8	162.8				
	GROUP EXEC.	120.0	66.4	186.4		98.8	123.5	148.2
	SENIOR V.P.	102.0	22.4	124.4		87.2	109.0	130.8
	EXEC. V.P.	101.7	21.6	123.3		68.6	91.5	114.4
	EXEC. V.P.	90.0	0.0	90.0				
	EXEC. V.P.	85.0	8.0	93.0				
	EXEC. V.P.	84.2	40.0	124.2		65.8	82.2	98.6
	CEO/PRESIDENT	80.0	0.0	80.0				
	VICE PRESIDENT				57.0	53.2	66.5	79.7
	NO IN POSITION: 12							
$ 6698.2	WEIGHTED GROUP AVG:	$109.6	$ 26.1	$135.7	$108.5			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 6 - CONTROLLER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2499.9	VICE PRESIDENT	$ 74.5	$ 16.1	$ 90.6		$ 50.0	$ 63.0	$ 76.0
TO	SENIOR V.P.	71.7	0.0	71.7		49.7	65.2	79.4
$1000.0	EXEC. V.P.	70.0	10.0	80.0		44.4	59.2	74.0
	BOARD OF DIR.	68.9	8.3	77.2				
	SENIOR V.P.	68.9	27.9	96.8		46.7	58.4	70.1
	VICE PRESIDENT	65.0	9.1	74.1				
	SENIOR V.P.				$ 65.0			
	SENIOR V.P.	62.0	8.5	70.5				
	SENIOR V.P.	60.0	14.5	74.5		50.6	65.0	83.5
	CEO/PRESIDENT				57.0	59.9	74.9	89.9
	NO IN POSITION: 11							
$ 1538.5	WEIGHTED GROUP AVG:	$ 67.6	$ 11.8	$ 79.4	$ 62.3			
$999.9	CEO/PRESIDENT				$ 84.1	$ 65.1	$ 81.4	$ 97.6
TO					78.2	48.4	61.5	74.6
$750.0	VICE PRESIDENT	$ 63.6	$ 10.2	$ 73.8		47.9	63.9	79.9
	VICE PRESIDENT	59.4	0.0	59.4				
	VICE PRESIDENT	58.9	10.0	68.9		66.9	83.7	100.4
	SENIOR V.P.	54.0	8.6	62.6		43.5	53.7	64.0
	VICE PRESIDENT	53.7	7.2	60.9		47.4	58.2	68.7
	SENIOR V.P.	53.0	0.0	53.0				
	VICE PRESIDENT	41.8	2.6	44.4		746.0	38.2	44.0
	NO IN POSITION: 16							
$ 851.3	WEIGHTED GROUP AVG:	$ 48.4	$ 4.0	$ 52.4	$ 81.2			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 6 - CONTROLLER

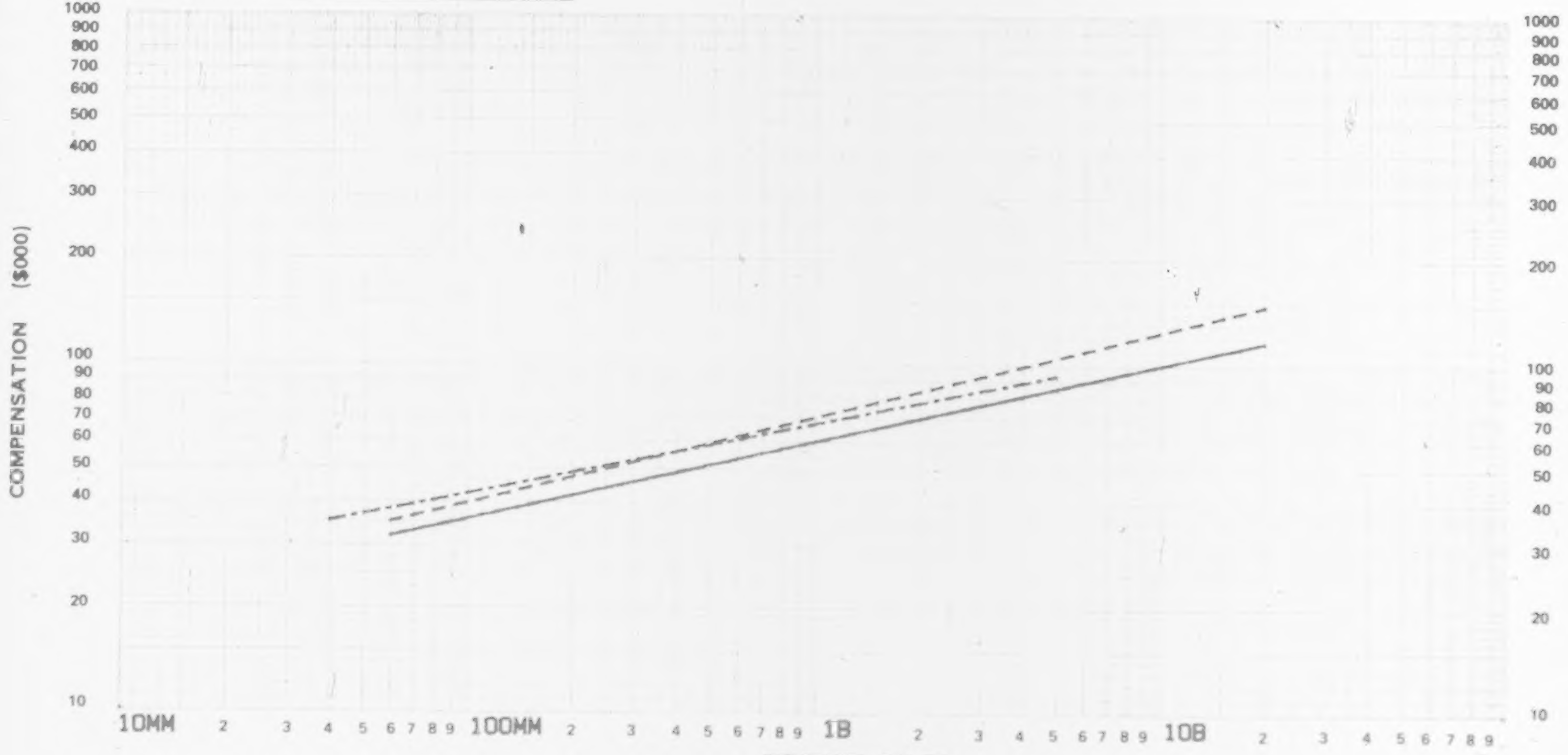
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$749.9	SENIOR V.P.	$ 60.3	$ 18.3	$ 78.6		$ 49.9	$ 62.4	$ 74.9
TO	CEO/PRESIDENT	49.4	9.5	58.9				
$500.0	SENIOR V.P.	48.3	0.8	49.1		44.8	56.0	67.2
	VICE PRESIDENT	46.0	6.6	52.6		43.8	53.1	62.5
	EXEC. V.P.	45.0	2.4	47.4		44.2	59.0	73.7
	VICE PRESIDENT	44.5	14.2	58.7				
	SENIOR V.P.	39.0	6.0	45.0				
	VICE PRESIDENT	35.0	80.0	115.0				
	NO IN POSITION: 8							
$ 629.8	WEIGHTED GROUP AVG:	$ 45.9	$ 17.3	$ 63.2				
$499.9	EXEC. V.P.	$ 65.0	$ 0.0	$ 65.0				
TO	EXEC. V.P.	55.0	10.0	65.0				
$250.0	VICE PRESIDENT	53.0	20.0	73.0				
	SENIOR V.P.				$ 53.0			
	VICE PRESIDENT	50.0	11.1	61.1		$ 37.4	$ 46.7	$ 56.1
	C.O.O.				48.0			
	SENIOR V.P.	45.5	5.2	50.7				
	SENIOR V.P.	43.5	0.0	43.5		32.6	40.7	48.9
	VICE PRESIDENT	38.2	1.1	39.3				
	NO IN POSITION: 9							
$ 373.9	WEIGHTED GROUP AVG:	$ 50.0	$ 6.8	$ 56.8	$ 50.5			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 6 - CONTROLLER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$249.9 AND BELOW	C.O.O.	$ 52.5	$ 5.0	$ 57.5				
	CEO/PRESIDENT				$ 52.0			
	CEO/PRESIDENT				50.5			
	BOARD OF DIR.				48.8	$ 32.1	$ 40.1	$ 48.1
	CEO/PRESIDENT	46.0	11.5	57.5				
	ASST. V.P./DIR	46.0	0.0	46.0		44.5	52.3	60.2
	CEO/PRESIDENT				45.0			
	CEO/PRESIDENT	40.3	5.9	46.2		40.3	43.0	46.2
	CEO/PRESIDENT				40.0			
	C.O.O.	40.0	0.6	40.6				
	CEO/PRESIDENT				39.8			
	CEO/PRESIDENT	39.0	2.0	41.0				
	VICE PRESIDENT				38.5			
	CEO/PRESIDENT				36.5			
	VICE PRESIDENT				36.4			
	EXEC. V.P.	36.3	2.8	39.1		35.0	40.0	50.0
	SENIOR V.P.	35.8	4.2	40.0				
	CEO/PRESIDENT	30.0	4.0	34.0		25.0	30.0	35.0
	NO IN POSITION: 18							
$ 123.4	WEIGHTED GROUP AVG:	$ 40.7	$ 4.0	$ 44.7	$ 43.1			
	NO IN POSITION: 74							
$ 1642.5	POSITION AVERAGE:	$ 60.7	$ 11.3	$ 72.0	$ 58.6			

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	——	0.79	1.17
Bonus Co's Total Comp	------	0.72	1.23
Nonbonus Co's Salary	-.-.-.	0.55	1.29



SURVEY POSITION #8 - CONTROLLER

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 7 - TOP AUDIT EXECUTIVE

Responsible for the verification of internal accounting, statistical and general corporate records. Determines the reliability and effectiveness of financial managment control systems and implements new systems to assure compliance with corporate accounting's systems, procedures and methods. Responsible for legal compliance and the detection and prevention of fraud. May be the company representative to outside agencies, if necessary.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$1500.0 AND ABOVE	GROUP EXEC.	$114.0	$ 45.6	$159.6		$ 77.6	$ 97.0	$116.4
	EXEC. V.P.	75.0	12.5	87.5		55.0	68.8	82.6
	GROUP EXEC.	72.0	9.9	81.9		54.9	68.7	82.4
	SENIOR V.P.	70.9	10.0	80.9		46.7	58.4	70.1
	EXEC. V.P.	69.5	17.6	87.1				
	SENIOR V.P.				$ 62.0			
	VICE PRESIDENT	60.0	0.0	60.0		36.6	46.3	58.5
	CEO/PRESIDENT	52.4	0.0	52.4				
	SENIOR V.P.	45.0	0.0	45.0		42.2	55.3	68.0
	CEO/PRESIDENT				41.7	38.3	48.2	58.2
	EXEC. V.P.	40.0	3.3	43.3		39.9	53.2	66.5
	CEO/PRESIDENT	40.0	1.8	41.8		43.0	53.8	64.5
		36.7	0.0	36.7				
	NO IN POSITION:	13						
$ 6097.5	WEIGHTED GROUP AVG:	$ 61.4	$ 9.2	$ 70.6	$ 51.8			

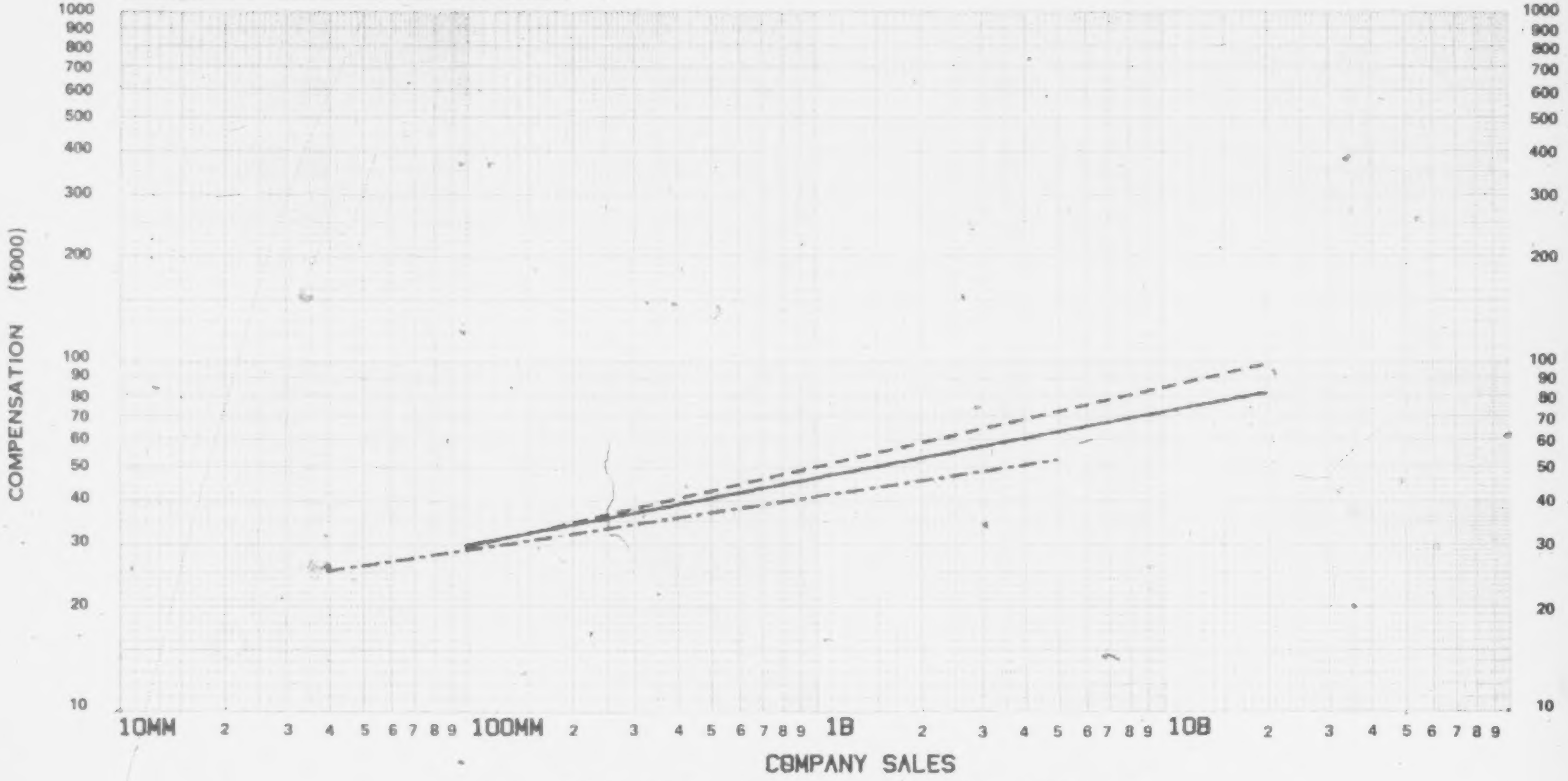
FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 7 - TOP AUDIT EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$1499.9 TO $500.0	SENIOR V.P.	$ 57.6	$ 4.5	$ 62.1		$ 44.6	$ 55.8	$ 66.9
	VICE PRESIDENT	50.5	10.0	60.5				
	VICE PRESIDENT	45.0	0.0	45.0				
	CEO/PRESIDENT	43.4	2.5	45.9				
	VICE PRESIDENT	43.0	5.8	48.8		37.5	50.0	62.5
	VICE PRESIDENT				$ 39.8	35.8	43.7	51.9
	EXEC. V.P.	39.5	2.0	41.5		33.3	44.4	55.5
	MANAGER	36.1	3.0	39.1		39.1	48.8	58.6
	VICE PRESIDENT	36.0	4.0	40.0		29.4	34.4	40.2
	EXEC. V.P.				35.4			
	VICE PRESIDENT	34.7	1.1	35.8		31.1	41.5	51.8
	NO IN POSITION: 11							
$ 878.2	WEIGHTED GROUP AVG:	$ 42.9	$ 3.6	$ 46.5	$ 37.6			
$499.9 AND BELOW	CEO/PRESIDENT	$ 45.0	$ 0.0	$ 45.0		$ 36.6	$ 45.7	$ 54.9
	EXEC. V.P.	42.0	8.0	50.0				
	SENIOR V.P.	40.3	2.1	42.4				
	GROUP EXEC.				$ 39.0			
	CEO/PRESIDENT	37.4	0.0	37.4				
	EXEC. V.P.				35.7	27.6	34.5	41.4
	GROUP EXEC.				35.6			
	VICE PRESIDENT	35.5	1.1	36.6				
	SENIOR V.P.				29.0			
	C.O.O.	25.0	3.0	28.0				
	CEO/PRESIDENT				23.0			
	NO IN POSITION: 11							
$ 277.8	WEIGHTED GROUP AVG:	$ 37.5	$ 2.4	$ 39.9	$ 32.5			
	NO IN POSITION: 35							
$ 2628.1	POSITION AVERAGE:	$ 49.5	$ 5.7	$ 55.2	$ 37.9			

Food Marketing Institute

1985/1986 MANAGEMENT COMPENSATION STUDY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.57	1.23
Bonus Co's Total Comp	------	0.56	1.29
Nonbonus Co's Salary	-.-.-.	0.60	1.20



SURVEY POSITION #7 - TOP AUDIT EXECUTIVE

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 8 - TOP DATA PROCESSING EXECUTIVE

Directs the data processing function of the corporation or operating company. Analyzes management needs regarding information retrieval, data control and expanded use of computer and data processing equipment in company operations. Provides advice and counsel to management concerning the application of computer techniques to business requirements. Evaluates and oversees divisional/regional data processing operations. Recommends the location, type, size and equipment for data processing installations in divisional/regional organizations. Audits EDP systems and operations within divisional organizations. Maintains contact with professional associations, hardware/software companies, etc., and recommends to management new computer equipment and applications to improve business operations.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2500.0 AND ABOVE	EXEC. V.P.	$150.0	$ 37.3	$187.3				
	EXEC. V.P.	126.0	24.0	150.0				
	C.O.O.	119.2	0.0	119.2				
	SENIOR V.P.	95.0	21.9	116.9		$ 87.2	$109.0	$130.8
	SENIOR V.P.	94.7	55.6	150.3		87.4	109.3	131.2
	GROUP EXEC.	91.7	28.7	120.4		72.4	90.5	108.6
	CEO/PRESIDENT	91.0	33.0	124.0		67.7	84.6	101.5
	EXEC. V.P.	90.0	14.0	104.0				
	EXEC. V.P.	89.0	23.4	112.4		71.3	95.0	118.8
	CEO/PRESIDENT				$ 84.0			
	CEO/PRESIDENT	83.8	0.0	83.8				
	SENIOR V.P.	82.0	26.1	108.1		71.8	89.8	107.7
	NO IN POSITION: 12							
$ 6698.2	WEIGHTED GROUP AVG:	$101.1	$ 24.0	$125.1	$ 84.0			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 8 - TOP DATA PROCESSING EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2499.9	CEO/PRESIDENT	$100.0	$ 30.9	$130.9				
TO	SENIOR V.P.	90.0	0.0	90.0				
$1000.0	SENIOR V.P.				$ 90.0			
	BOARD OF DIR.	83.2	13.8	97.0				
	VICE PRESIDENT	80.0	17.3	97.3		$ 50.6	$ 65.0	$ 83.5
	EXEC. V.P.	79.0	6.0	85.0		59.0	78.7	98.4
	SENIOR V.P.	73.5	0.0	73.5		49.7	65.2	79.4
	CEO/PRESIDENT				64.0	53.1	66.4	79.7
	VICE PRESIDENT	55.0	5.5	60.5				
	CEO/PRESIDENT				53.6			
	NO IN POSITION:	10						
$ 1551.4	WEIGHTED GROUP AVG:	$ 80.1	$ 10.5	$ 90.6	$ 69.2			
$999.9	CEO/PRESIDENT				$ 84.3	$ 65.1	$ 81.4	$ 97.6
TO	SENIOR V.P.	$ 80.6	$ 23.5	$104.1		64.5	80.6	96.7
$750.0	CEO/PRESIDENT				70.0			
	VICE PRESIDENT	67.7	10.0	77.7		42.8	53.5	64.1
	SENIOR V.P.	60.0	9.6	69.6		51.4	64.0	76.6
	SENIOR V.P.	60.0	0.0	60.0				
	VICE PRESIDENT				59.3	47.4	58.2	68.7
					56.2	40.7	50.8	61.0
	VICE PRESIDENT	54.0	4.8	58.8		34.0	53.4	61.5
	SENIOR V.P.	54.0	0.0	54.0				
	VICE PRESIDENT	53.2	0.0	53.2				
	NO IN POSITION:	11						
$ 881.4	WEIGHTED GROUP AVG:	$ 61.4	$ 6.8	$ 68.2	$ 67.5			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 8 - TOP DATA PROCESSING EXECUTIVE

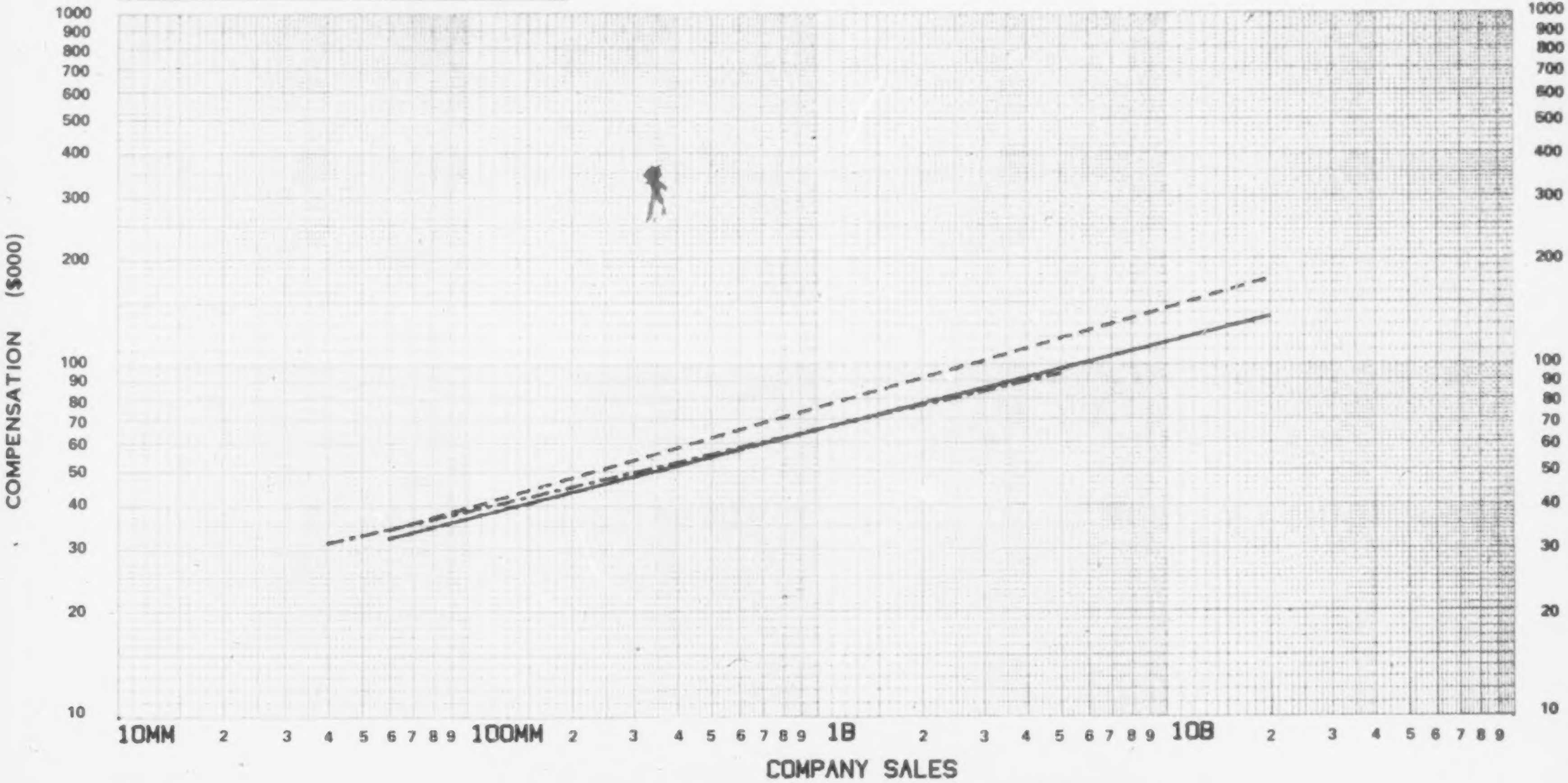
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$749.9	CEO/PRESIDENT	$ 75.0	$ 19.0	$ 94.0		$ 53.2	$ 66.5	$ 79.8
TO	VICE PRESIDENT	75.0	0.0	75.0		54.7	66.7	79.6
$500.0	SENIOR V.P.	72.2	5.7	77.9		53.9	67.3	80.8
	CEO/PRESIDENT				$ 65.0			
	SENIOR V.P.	60.8	18.1	78.9		49.9	62.4	74.9
	CEO/PRESIDENT	59.3	8.3	67.6				
	EXEC. V.P.	47.8	1.3	49.1		34.7	46.3	57.9
	VICE PRESIDENT	45.0	60.0	105.0				
	SENIOR V.P.	44.0	5.0	49.0				
	NO IN POSITION: 9							
$ 637.0	WEIGHTED GROUP AVG:	$ 59.9	$ 14.7	$ 74.6	$ 65.0			
$499.9	EXEC. V.P.	$ 65.0	$ 7.0	$ 72.0				
TO	SENIOR V.P.				$ 65.0			
$250.0	GROUP EXEC.				60.1			
	VICE PRESIDENT	50.0	10.4	60.4		$ 48.9	$ 55.5	$ 66.6
	EXEC. V.P.				50.0	39.4	49.3	59.2
	SENIOR V.P.	45.8	2.3	48.1				
	SENIOR V.P.	43.5	0.0	43.5		32.6	40.7	48.9
	C.O.O.				42.0			
	VICE PRESIDENT	40.0	12.0	52.0				
	ASST. V.P./DIR	34.1	2.6	36.7				
	NO IN POSITION: 10							
$ 376.5	WEIGHTED GROUP AVG:	$ 46.4	$ 5.7	$ 52.1	$ 54.3			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 8 - TOP DATA PROCESSING EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$249.9 AND BELOW	EXEC. V.P.				$ 61.6			
	VICE PRESIDENT	$ 54.6	$ 10.4	$ 65.0				
	CEO/PRESIDENT	50.0	12.5	62.5				
	C.O.O.	46.0	0.6	46.6				
	VICE PRESIDENT	46.0	4.0	50.0		$ 43.0	$ 53.8	$ 64.5
	VICE PRESIDENT				43.0			
	ASST. V.P./DIR	42.6	5.6	48.2		40.7	47.9	55.1
	CEO/PRESIDENT				41.2			
	CEO/PRESIDENT				40.0			
	VICE PRESIDENT	39.0	4.0	43.0				
	CEO/PRESIDENT	38.3	0.5	38.8				
	C.O.O.				37.9			
	CEO/PRESIDENT	36.4	0.0	36.4				
	CEO/PRESIDENT				33.8			
	CEO/PRESIDENT				33.0			
	GROUP EXEC.	33.0	1.5	34.5				
	EXEC. V.P.				33.0			
	C.O.O.	32.0	3.0	35.0				
	EXEC. V.P.				30.0			
	NO IN POSITION: 20							
$ 126.3	WEIGHTED GROUP AVG:	$ 41.8	$ 4.2	$ 46.0	$ 38.4			
	NO IN POSITION: 72							
$ 1633.5	POSITION AVERAGE:	$ 66.9	$ 11.8	$ 78.7	$ 53.3			

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.78	1.19
Bonus Co's Total Comp	- - - - - -	0.76	1.24
Nonbonus Co's Salary	–·–·–·	0.74	1.19



SURVEY POSITION #8 - TOP DATA PROCESSING
EXECUTIVE

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 9 - TOP PERSONNEL EXECUTIVE
W. LABOR RELATIONS

Develops, recommends and implements personnel policies and procedures for the corporation or operating company. Manages personnel function, including employment, compensation, benefits, training, labor relations, and safety/health services. Assures the filling of present and future manpower requirements through the development and implementation of effective recruiting methods and selection techniques. Responsible for the administration of a formalized compensation and benefits program. Oversees the effective negotiation of labor agreements with company unions. Coordinates promotions, transfers and employee placements between company and divisional profit centers. Interprets personnel policy through bulletins, letters and manuals. Advises executives and managers regarding specific personnel problems. Represents the company at meetings of various community organizations and professional groups.

SCOPE COMPANY SALES ($MIL)		BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
	REPORTS TO	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$2500.0 AND ABOVE	CEO/PRESIDENT	$175.0	$ 0.0	$175.0				
	CEO/PRESIDENT	173.3	63.1	236.4		$113.1	$150.8	$188.5
	EXEC. V.P.	128.0	24.4	152.4				
	C.O.O.	117.5	0.0	117.5				
	SENIOR V.P.				$ 87.0			
	CEO/PRESIDENT	75.0	30.0	105.0		65.8	82.2	98.6
	GROUP EXEC.	53.3	0.0	53.3				
	NO IN POSITION:	7						
$ 3985.7	WEIGHTED GROUP AVG:	$120.3	$ 19.5	$139.9	$ 87.0			
$2499.9 TO $1000.0	C.O.O.	$110.0	$ 10.7	$120.7		$104.6	$139.5	$174.4
	CEO/PRESIDENT	100.0	15.0	115.0				
	CEO/PRESIDENT	95.0	0.0	95.0				
	CEO/PRESIDENT	76.0	8.0	84.0				
	CEO/PRESIDENT	75.0	10.0	85.0				
	NO IN POSITION:	5						
$ 1516.7	WEIGHTED GROUP AVG:	$ 91.2	$ 8.7	$ 99.9				

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 9 - TOP PERSONNEL EXECUTIVE W. LABOR RELATIONS

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9	CEO/PRESIDENT	$ 92.2	$ 10.0	$102.2		$ 86.5	$108.1	$128.8
TO	C.O.O.				$ 80.8	57.0	73.2	89.5
$500.0		77.5	36.3	113.8		62.6	76.9	90.8
	BOARD OF DIR.	73.0	10.0	83.0		54.7	66.7	79.6
	CEO/PRESIDENT				70.0			
	CEO/PRESIDENT	69.0	9.1	78.1		61.7	77.1	92.6
	CEO/PRESIDENT	55.9	9.8	65.7				
	SENIOR V.P.	55.0	3.3	58.3		34.0	53.4	61.5
	CEO/PRESIDENT				50.6			
	C.O.O.	50.0	2.2	52.2		39.0	52.0	65.0
	CEO/PRESIDENT	35.0	65.0	100.0				
	NO IN POSITION:	11						
$ 782.8	WEIGHTED GROUP AVG:	$ 63.5	$ 18.2	$ 81.7	$ 67.1			
$499.9	C.O.O.	$ 65.0	$ 0.0	$ 65.0		$ 50.6	$ 63.2	$ 75.9
TO	C.O.O.	60.5	0.0	60.5				
$250.0	EXEC. V.P.	55.0	10.0	65.0				
	VICE PRESIDENT	54.1	8.8	62.9				
	BOARD OF DIR.				$ 51.0			
	SENIOR V.P.				50.5			
	GROUP EXEC.				49.4			
	C.O.O.	42.4	3.1	45.5				
	CEO/PRESIDENT	36.0	25.0	61.0				
	NO IN POSITION:	9						
$ 369.7	WEIGHTED GROUP AVG:	$ 52.2	$ 7.8	$ 60.0	$ 50.3			

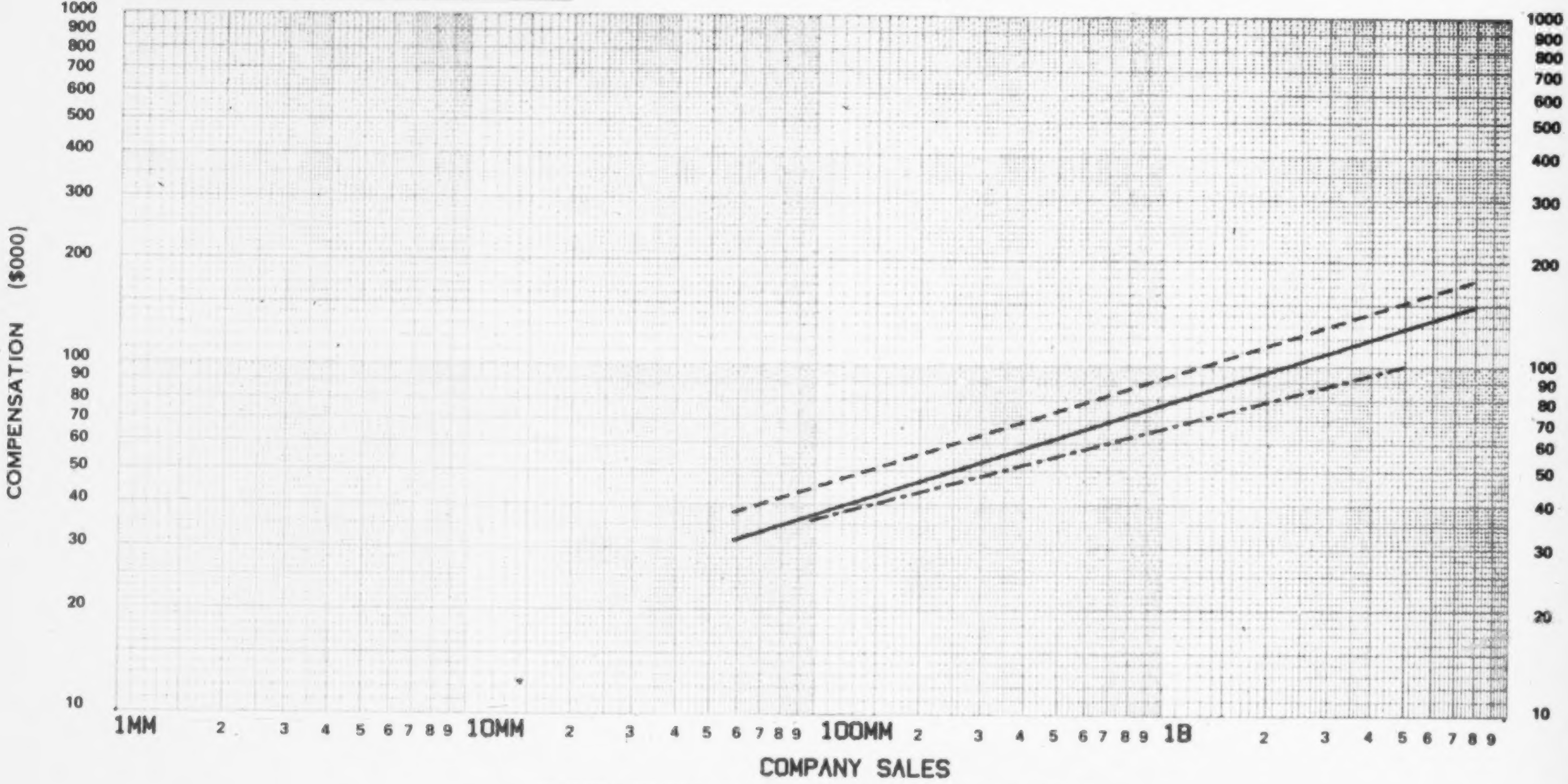
FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 9 - TOP PERSONNEL EXECUTIVE
W. LABOR RELATIONS

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$249.9 AND BELOW	CEO/PRESIDENT	$ 86.0	$ 35.0	$121.0		$ 65.3	$ 81.6	$ 97.9
	CEO/PRESIDENT	82.5	24.8	107.3				
	CEO/PRESIDENT	62.5	17.5	80.0				
	CEO/PRESIDENT				$ 52.0			
	C.O.O.	43.0	0.7	43.7				
	EXEC. V.P.	38.0	5.6	43.6		35.0	40.0	45.0
	C.O.O.				38.0			
	CEO/PRESIDENT	35.0	2.5	37.5				
	CEO/PRESIDENT				35.0			
	CEO/PRESIDENT	20.0	2.0	22.0				
	NO IN POSITION: 10							
$ 147.2	WEIGHTED GROUP AVG:	$ 52.4	$ 12.6	$ 65.0	$ 41.7			

	NO IN POSITION: 42				
$ 1164.1	POSITION AVERAGE:	$ 73.9	$ 13.8	$ 87.7	$ 56.4

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.65	1.34
Bonus Co's Total Comp	- - - - - -	0.64	1.35
Nonbonus Co's Salary	-·-·-·	0.81	1.15



SURVEY POSITION #9 - TOP PERSONNEL EXECUTIVE
W. LABOR RELATIONS

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 10 - TOP PERSONNEL EXECUTIVE
W/O LABOR RELATIONS

Develops, recommends and implements personnel policies and procedures for the corporation or operating company. Manages personnel function, including employment, compensation, benefits, training, safety and health services. Assures the filling of present and future manpower requirements through the development and implementation of effective recruiting methods and selection techniques. Responsible for the administration of a formalized compensation and benefits program. Interprets personnel policy through bulletins, letters and manuals. Advises executives and managers regarding specific personnel problems. Represents the company at meetings of various community organizations and professional groups.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$1500.0 AND ABOVE	EXEC. V.P.	$185.0	$ 47.5	$232.5				
	EXEC. V.P.	112.5	40.2	152.7		$ 92.7	$115.8	$139.0
	CEO/PRESIDENT	108.0	23.4	131.4		86.3	107.9	129.4
	C.O.O.	94.0	55.6	149.6		87.4	109.3	131.2
	C.O.O.	80.0	6.9	86.9		50.6	65.0	83.5
	C.O.O.	75.0	85.6	160.6				
	VICE PRESIDENT	64.5	0.0	64.5		49.7	65.2	79.4
	SENIOR V.P.	62.5	18.0	80.5		63.0	79.6	95.9
	CEO/PRESIDENT	57.1	0.0	57.1				
	NO IN POSITION:	9						
$ 6802.7	WEIGHTED GROUP AVG:	$ 93.2	$ 30.8	$124.0				

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 10 - TOP PERSONNEL EXECUTIVE W/O LABOR RELATIONS

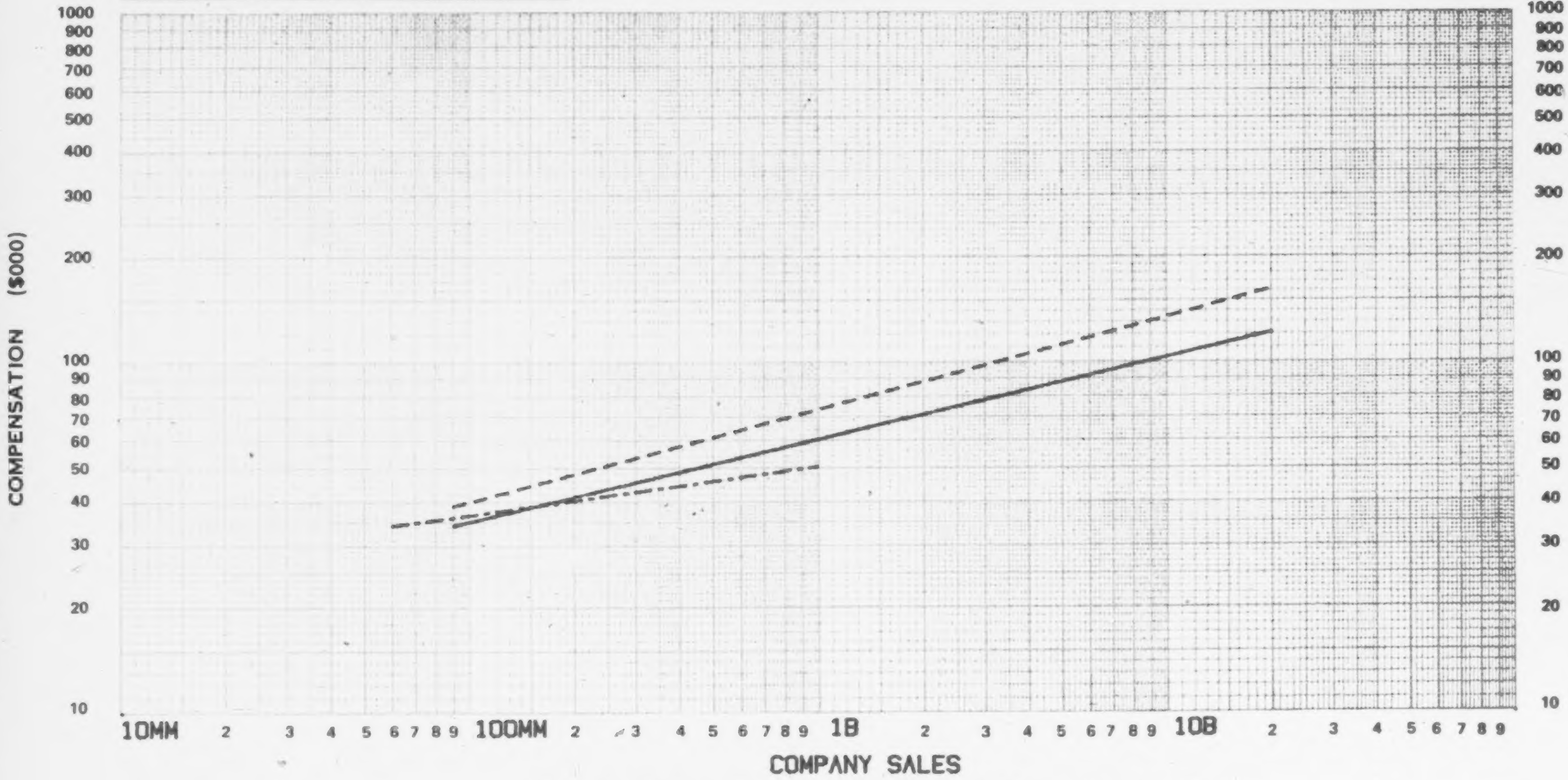
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$1499.9 TO $500.0	CEO/PRESIDENT				$104.1			
	C.O.O.	$ 91.0	$ 25.5	$116.5		$ 70.8	$ 88.5	$106.2
	CEO/PRESIDENT	72.0	21.8	93.8		60.0	75.0	90.0
	SENIOR V.P.	62.0	18.6	80.6		49.9	62.4	74.9
	CEO/PRESIDENT	62.0	0.0	62.0				
	CEO/PRESIDENT	55.0	8.0	63.0				
	VICE PRESIDENT				49.5	34.3	44.6	54.8
	SENIOR V.P.	46.0	0.0	46.0				
	VICE PRESIDENT	42.9	2.0	44.9		34.4	43.0	51.6
	CEO/PRESIDENT	38.0	11.0	49.0				
	VICE PRESIDENT	35.3	7.0	42.3				
	NO IN POSITION: 11							
$ 796.5	WEIGHTED GROUP AVG:	$ 56.0	$ 10.5	$ 66.5	$ 76.8			
$499.9 AND BELOW	CEO/PRESIDENT	$ 71.7	$ 22.8	$ 94.5		$ 59.3	$ 74.1	$ 89.0
	ASST. V.P./DIR	58.5	8.0	66.5		53.8	63.3	72.8
	SENIOR V.P.	54.6	10.0	64.6				
	CEO/PRESIDENT	50.5	18.5	69.0				
	GROUP EXEC.				$ 46.0			
	CEO/PRESIDENT				44.2			
	BOARD OF DIR.				41.2	31.6	39.5	47.4
	CEO/PRESIDENT	40.8	5.9	46.7		40.8	43.2	46.7
	EXEC. V.P.	40.0	11.0	51.0				
	EXEC. V.P.				36.0			
	C.O.O.	34.0	3.0	37.0				
	CEO/PRESIDENT				30.0			
	VICE PRESIDENT	28.3	3.9	32.2				
	GROUP EXEC.	25.2	2.0	27.2				
	NO IN POSITION: 14							
$ 200.4	WEIGHTED GROUP AVG:	$ 44.8	$ 9.5	$ 54.3	$ 39.5			
	NO IN POSITION: 34							
$ 2140.9	**POSITION AVERAGE:**	**$ 64.7**	**$ 16.9**	**$ 81.6**	**$ 50.1**			

Food Marketing Institute

1985/1986 MANAGEMENT COMPENSATION STUDY

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	————	0.60	1.34
Bonus Co's Total Comp	- - - - - -	0.55	1.43
Nonbonus Co's Salary	—·—·—·	0.55	1.15



SURVEY POSITION #10 - TOP PERSONNEL EXECUTIVE
W/O LABOR RELATIONS

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 11 - TOP LABOR RELATIONS EXECUTIVE

Directs the effective negotiation of labor agreements and performs other labor relations activities, including major grievances, mediation, arbitration and N.L.R.B. matters. Projects labor costs from pending and new labor agreements. Interprets and communicates language of new labor agreement to managers and supervisors.

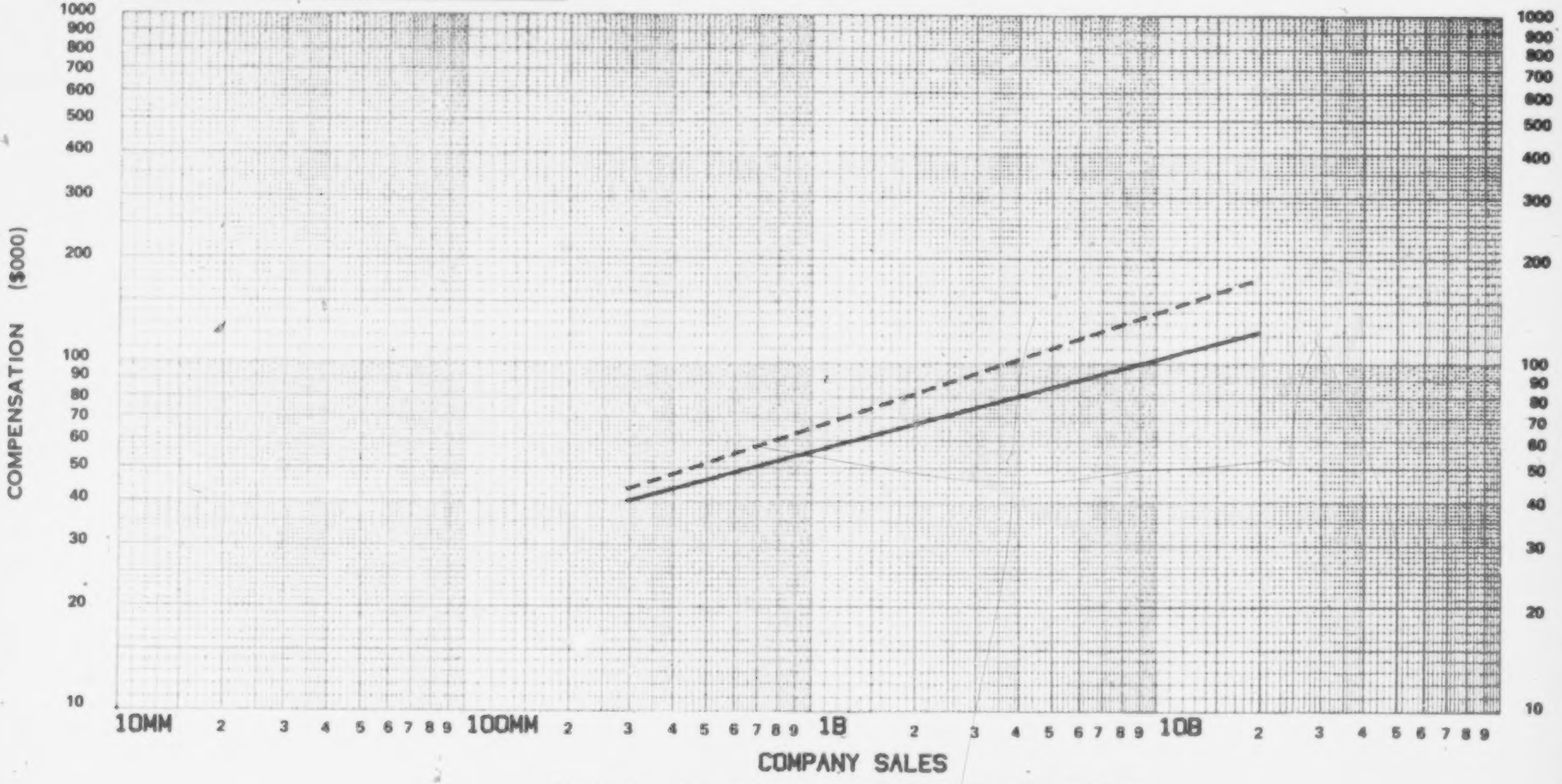
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$1000.0 AND ABOVE	EXEC. V.P.	$125.0	$ 39.5	$164.5				
	C.O.O.	123.5	44.4	167.9		$ 82.0	$102.4	$123.0
	CEO/PRESIDENT	114.0	28.1	142.1		94.1	117.6	141.1
	C.O.O.	110.0	55.6	165.6		87.4	109.3	131.2
	VICE PRESIDENT	78.0	18.4	96.4		50.6	65.0	83.5
	SENIOR V.P.				$ 77.5			
	EXEC. V.P.	77.0	17.2	94.2		51.8	69.1	86.4
	CEO/PRESIDENT	75.0	66.4	141.4				
	SENIOR V.P.	74.0	15.4	89.4				
	SENIOR V.P.	67.0	27.5	94.5		63.0	79.6	95.9
	VICE PRESIDENT	61.4	0.0	61.4		34.8	43.8	51.9
	VICE PRESIDENT	50.0	15.9	65.9		43.0	53.7	64.4
	EXEC. V.P.	46.5	5.0	51.5		36.7	48.9	61.1
	NO IN POSITION: 13							
$ 5693.9	WEIGHTED GROUP AVG:	$ 83.4	$ 27.7	$111.2	$ 77.5			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 11 - TOP LABOR RELATIONS EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$999.9 AND BELOW	SENIOR V.P.	$ 72.8	$ 28.1	$100.9		$ 49.9	$ 62.4	$ 74.9
	SENIOR V.P.	70.0	0.0	70.0				
	VICE PRESIDENT				$ 48.5	30.7	39.8	40.0
	VICE PRESIDENT				48.0	37.3	46.6	56.0
	VICE PRESIDENT	45.5	2.0	47.5		39.1	48.8	58.6
	VICE PRESIDENT	45.0	0.0	45.0				
	VICE PRESIDENT	35.6	3.5	39.1		25.1	32.3	39.6
	C.O.O.				33.6			
	NO IN POSITION: 8							
$ 698.1	WEIGHTED GROUP AVG:	$ 53.8	$ 6.7	$ 60.5	$ 43.4			
	NO IN POSITION: 21							
$ 3790.7	POSITION AVERAGE:	$ 74.7	$ 21.6	$ 96.3	$ 51.9			

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.65	1.26
Bonus Co's Total Comp	------	0.61	1.37
Nonbonus Co's Salary	-.-.-.		



SURVEY POSITION #11 - TOP LABOR RELATIONS EXECUTIVE

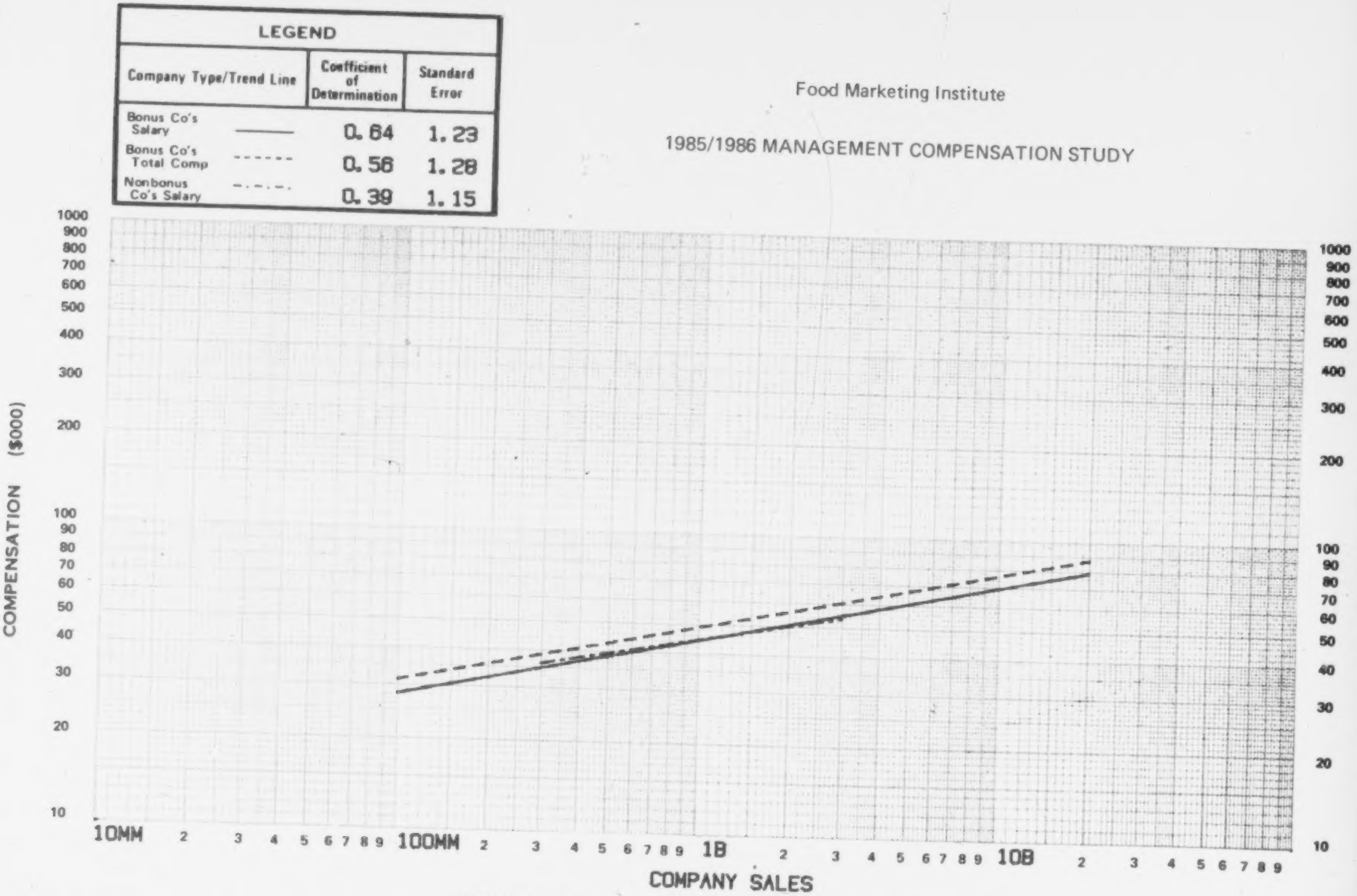
FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 12 - TRAINING & MANAGEMENT DEVELOPMENT EXEC.

Analyzes management development and training needs. Develops, organizes, implements, and may conduct all training and development programs to improve skills, knowledge and performance of staff and store level personnel. May conduct orientation programs for new and newly-promoted employees. Recommends and implements educational and career development opportunities.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$1500.0 AND ABOVE	SENIOR V.P.	$ 92.5	$ 25.2	$117.7				
	VICE PRESIDENT	76.6	9.7	86.3		$ 53.3	$ 66.6	$ 79.9
	SENIOR V.P.	71.0	13.0	84.0				
	VICE PRESIDENT	66.8	0.0	66.8				
	VICE PRESIDENT	60.0	3.0	63.0				
	SENIOR V.P.				$ 55.0			
	EXEC. V.P.	55.0	9.4	64.4		45.2	60.3	75.4
	VICE PRESIDENT	54.0	8.1	62.1		56.8	71.1	85.3
	ASST. V.P./DIR	48.4	2.0	50.4		35.8	44.7	53.7
	ASST. V.P./DIR	47.2	0.0	47.2		34.8	43.8	51.9
	SENIOR V.P.				46.3	40.6	49.8	59.0
	C.O.O.	45.6	0.0	45.6				
	VICE PRESIDENT	42.0	2.8	44.8		33.9	42.4	50.9
	ASST. V.P./DIR				29.2	26.7	34.0	41.3
	NO IN POSITION: 14							
$ 4782.6	WEIGHTED GROUP AVG:	$ 59.9	$ 6.7	$ 66.6	$ 43.5			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 12 - TRAINING & MANAGEMENT DEVELOPMENT EXEC.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$1499.9 TO $500.0	CEO/PRESIDENT	$ 78.0	$ 13.8	$ 91.8				
	VICE PRESIDENT				$ 56.2	$ 43.2	$ 52.8	$ 62.6
	ASST. V.P./DIR				50.0	41.5	51.9	62.3
	VICE PRESIDENT				47.8	39.3	45.2	51.2
	EXEC. V.P.	46.5	5.0	51.5		37.2	46.5	55.8
	SENIOR V.P.	44.4	1.1	45.5		37.3	46.7	56.0
	VICE PRESIDENT	40.7	4.9	45.6		33.3	44.4	55.5
	VICE PRESIDENT				40.0	27.9	34.3	40.7
	ASST. V.P./DIR	38.0	4.0	42.0		31.0	40.4	49.8
	ASST. V.P./DIR				37.5	32.1	39.2	46.4
	ASST. V.P./DIR	30.0	0.0	30.0		23.4	28.6	33.0
	VICE PRESIDENT	22.1	0.0	22.1				
	NO IN POSITION: 12							
$ 951.0	WEIGHTED GROUP AVG:	$ 42.8	$ 4.1	$ 46.9	$ 46.3			
$499.9 AND BELOW	CEO/PRESIDENT	$ 49.9	$ 14.2	$ 64.1				
	VICE PRESIDENT	46.7	8.1	54.8		$ 32.1	$ 40.1	$ 48.1
	GROUP EXEC.				$ 40.0			
	SENIOR V.P.	40.0	0.0	40.0		28.6	35.7	42.9
	VICE PRESIDENT	38.7	4.0	42.7				
	VICE PRESIDENT				36.0	27.6	34.5	41.4
	VICE PRESIDENT	35.7	5.0	40.7				
	ASST. V.P./DIR	35.0	8.8	43.8				
	SENIOR V.P.	30.7	0.4	31.1				
	MANAGER	27.0	13.0	40.0				
	VICE PRESIDENT	24.7	1.3	26.0				
	NO IN POSITION: 11							
$ 314.1	WEIGHTED GROUP AVG:	$ 36.5	$ 6.1	$ 42.6	$ 38.0			
	NO IN POSITION: 37							
$ 2211.4	POSITION AVERAGE:	$ 47.7	$ 5.8	$ 53.5	$ 43.8			



LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.64	1.23
Bonus Co's Total Comp	------	0.56	1.28
Nonbonus Co's Salary	-.-.-.	0.39	1.15

SURVEY POSITION #12 - TRAINING & MANAGEMENT DEVELOPMENT EXEC.

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 13 - TOP DISTRIBUTION EXECUTIVE

Develops and recommends objectives, policies and procedures for managing the corporation's or operating company's warehouse and transportation operations, including incoming freight handling, storage, and outgoing deliveries of merchandise to stores. Directs and controls the planning of physical facilities, including buildings, warehouse equipment, trucks and automotive equipment. Directs purchase of all warehouse and delivery equipment. Audits and recommends warehousing and transportation operational methods to ensure maximum efficiency of product movement.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2500.0 AND ABOVE	CEO/PRESIDENT	$192.5	$ 60.8	$253.3		$128.4	$160.6	$192.7
	VICE PRESIDENT	136.5	0.0	136.5				
	EXEC. V.P.	135.0	67.9	202.9		109.0	136.0	163.0
	EXEC. V.P.	130.0	23.9	153.9				
	SENIOR V.P.	127.5	86.5	214.0		121.3	151.6	181.9
	C.O.O.	120.0	49.6	169.6		97.1	129.5	161.9
	C.O.O.	110.0	32.4	142.4				
	EXEC. V.P.	90.0	8.6	98.6				
	C.O.O.	89.0	0.0	89.0				
	C.O.O.	81.6	40.0	121.6		70.3	87.9	105.5
	SENIOR V.P.	75.5	21.0	96.5		81.3	101.7	122.0
	NO IN POSITION:	12						
$ 6789.9	WEIGHTED GROUP AVG:	$114.8	$ 33.3	$148.1				

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 13 - TOP DISTRIBUTION EXECUTIVE

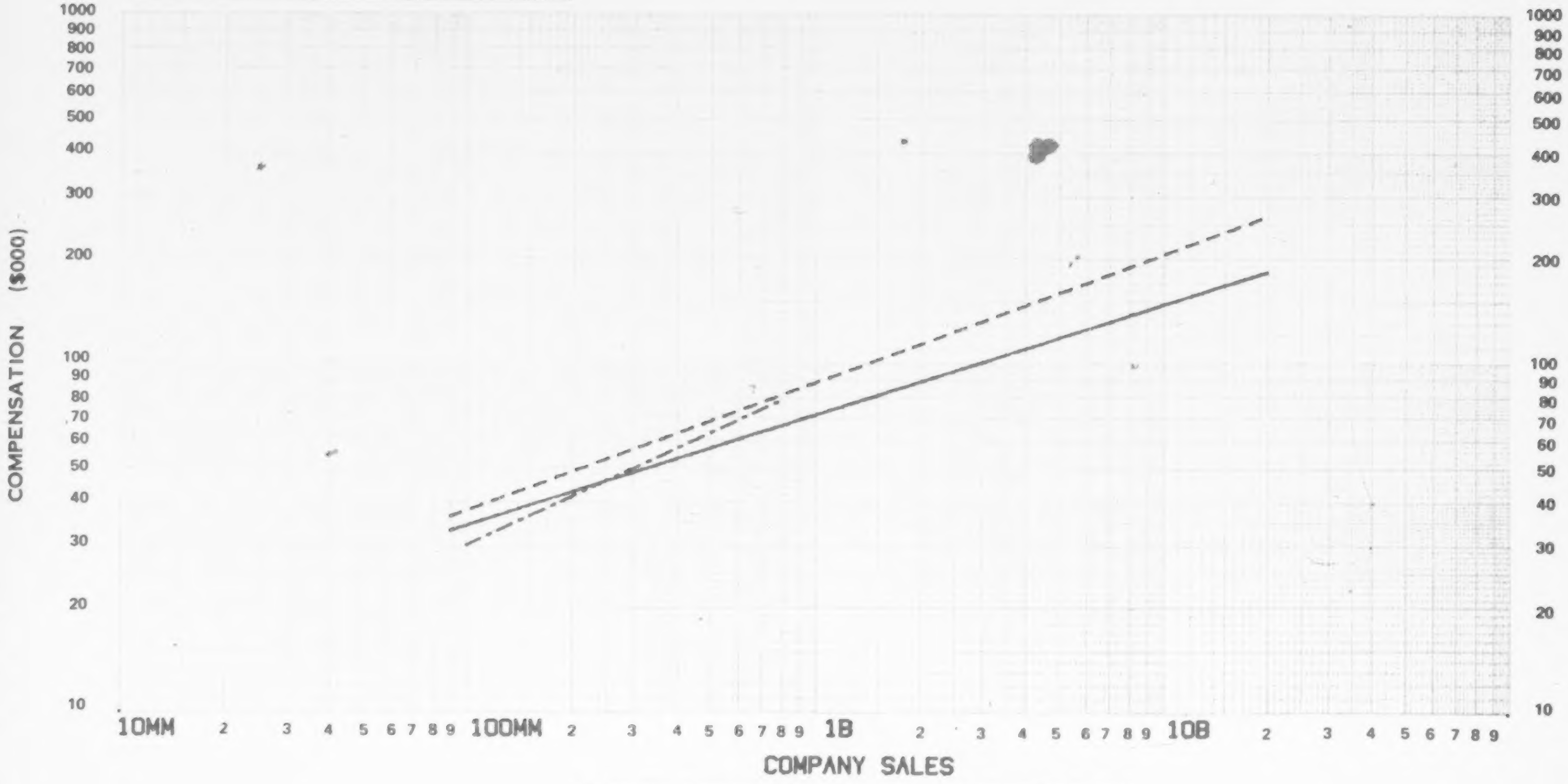
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2499.9	C.O.O.	$205.0	$ 0.0	$205.0		$ 59.1	$ 78.7	$ 98.4
TO	CEO/PRESIDENT	127.5	0.0	127.5				
$1000.0	EXEC. V.P.	115.0	15.0	130.0				
	CEO/PRESIDENT	80.0	14.5	94.5				
	C.O.O.	79.3	8.3	87.6				
	C.O.O.	75.0	85.6	160.6				
	VICE PRESIDENT	65.0	18.0	83.0		56.0	70.0	84.0
	VICE PRESIDENT	63.2	15.2	78.4		50.6	65.0	83.5
	NO IN POSITION: 8							
$ 1558.4	WEIGHTED GROUP AVG:	$101.3	$ 19.5	$120.8				
$999.9	CEO/PRESIDENT				$163.4			
TO	SENIOR V.P.	$120.0	$ 0.0	$120.0				
$750.0	C.O.O.				100.0	$ 70.9	$ 92.4	$114.0
	VICE PRESIDENT	97.0	28.4	125.4		76.5	95.6	114.7
	SENIOR V.P.	75.0	4.2	79.2		54.4	68.7	78.8
		71.5	33.4	104.9		54.5	66.9	79.0
	CEO/PRESIDENT	64.0	26.5	90.5		61.7	77.1	92.6
	C.O.O.	63.0	0.0	63.0				
	EXEC. V.P.	56.9	5.0	61.9		42.8	53.5	64.1
	NO IN POSITION: 10							
$ 873.8	WEIGHTED GROUP AVG:	$ 77.8	$ 12.7	$ 90.5	$131.7			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 13 - TOP DISTRIBUTION EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$749.9	VICE PRESIDENT	$ 90.0	$ 15.5	$105.5		$ 69.5	$ 86.4	$103.3
TO	CEO/PRESIDENT	76.8	14.1	90.9		63.3	79.1	94.9
$500.0	CEO/PRESIDENT	75.0	24.0	99.0		61.9	77.4	92.9
	CEO/PRESIDENT				$ 65.0			
	CEO/PRESIDENT	55.0	16.4	71.4				
	CEO/PRESIDENT	54.6	10.3	64.9				
	C.O.O.	45.0	2.0	47.0		34.7	46.3	57.9
	VICE PRESIDENT	42.0	12.2	54.2				
	CEO/PRESIDENT	35.0	65.0	100.0				
	NO IN POSITION: 9							
$ 651.4	WEIGHTED GROUP AVG:	$ 59.2	$ 19.9	$ 79.1	$ 65.0			
$499.9	VICE PRESIDENT	$ 67.6	$ 5.0	$ 72.6				
AND BELOW	C.O.O.	65.0	4.9	69.9				
	C.O.O.				$ 63.9			
	CEO/PRESIDENT	52.4	6.9	59.3		$ 26.3	$ 34.7	$ 43.0
	SENIOR V.P.				50.0			
	VICE PRESIDENT	47.5	15.0	62.5		37.4	46.8	56.1
	VICE PRESIDENT	47.2	11.6	58.8		37.4	46.7	56.1
	VICE PRESIDENT	44.2	4.0	48.2				
	EXEC. V.P.	41.5	5.6	47.1				
	EXEC. V.P.				41.2			
	EXEC. V.P.				41.1			
	CEO/PRESIDENT				36.5			
	CEO/PRESIDENT	31.0	1.5	32.5				
	NO IN POSITION: 13							
$ 302.3	WEIGHTED GROUP AVG:	$ 49.6	$ 6.8	$ 56.4	$ 46.5			
	NO IN POSITION: 52							
$ 2163.0	POSITION AVERAGE:	$ 83.6	$ 19.8	$103.4	$ 70.1			

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.64	1.29
Bonus Co's Total Comp	------	0.74	1.27
Nonbonus Co's Salary	-.-.-.	0.79	1.19



SURVEY POSITION #13 - TOP DISTRIBUTION EXECUTIVE

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 14 - TOP CONSTRUCT. & MAINT.
EXEC. W. REAL EST.

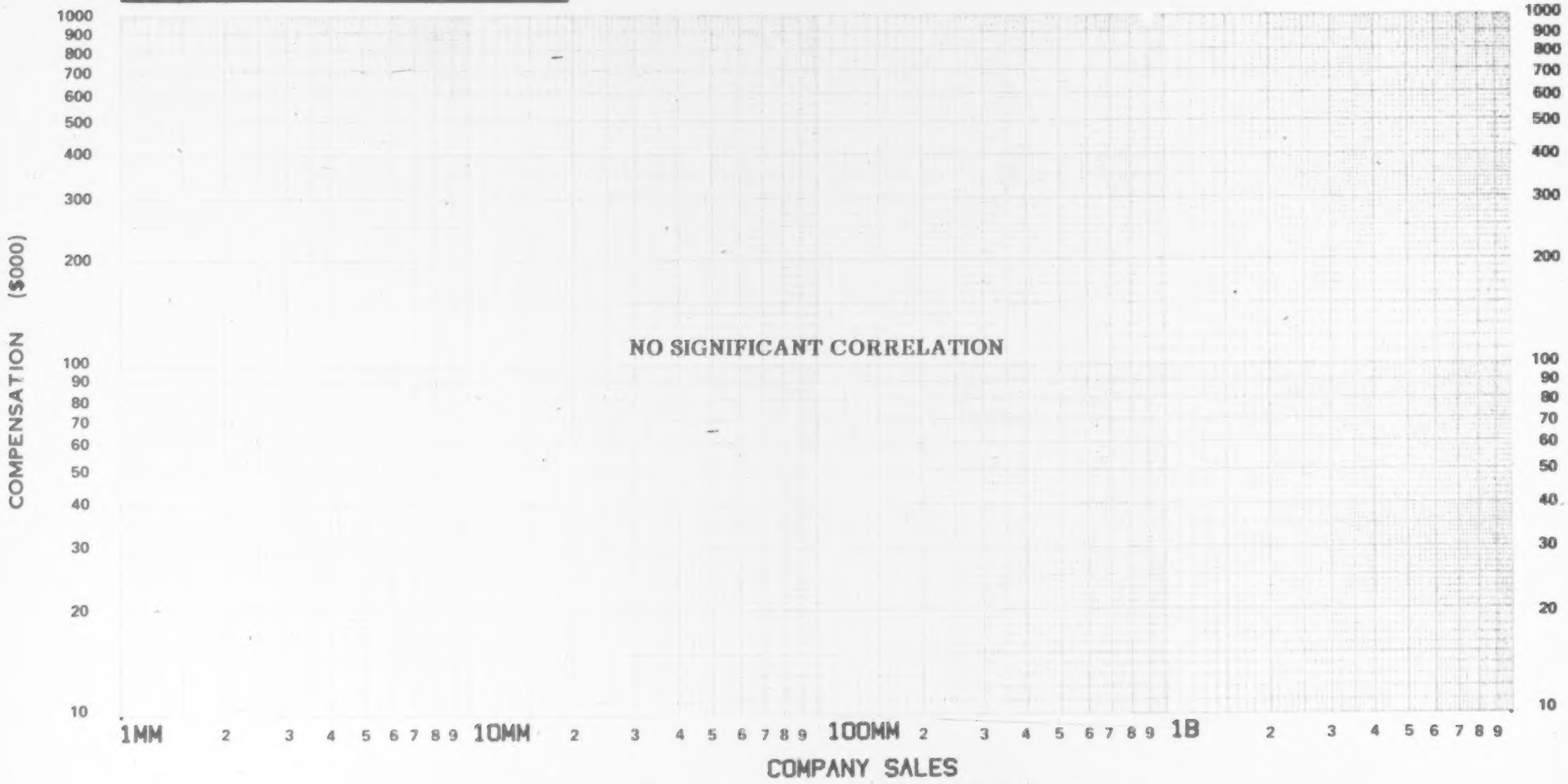
Directs and controls the corporation's or operating company's real estate, construction, and maintenance functions. Oversees site selection, lease arrangements, and purchase/sale of real property; supervises new and remodeled store construction, including architectural design, construction contract awards, and control of construction costs; provides equipment planning and layout services for stores, warehouses, and other facilities. Assists in the purchase of store and warehouse equipment and fixtures. Oversees the maintenance and repair of equipment and fixtures.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$750.0 AND ABOVE	CEO/PRESIDENT	$127.9	$ 20.0	$147.9		$ 98.3	$122.9	$147.5
	CEO/PRESIDENT	108.5	41.5	150.0		81.0	101.0	122.0
	CEO/PRESIDENT	85.0	35.0	120.0		75.9	95.2	114.6
	SENIOR V.P.	85.0	20.0	105.0				
	C.O.O.	58.0	0.0	58.0				
	C.O.O.				$ 57.3	47.4	58.2	68.7
	NO IN POSITION:	6						
$ 1342.3	WEIGHTED GROUP AVG:	$ 92.9	$ 23.3	$116.2	$ 57.3			
$749.9 AND BELOW	BOARD OF DIR.	$100.0	$ 16.0	$116.0		$ 78.9	$ 98.7	$118.5
	CEO/PRESIDENT	57.0	7.0	64.0				
	CEO/PRESIDENT				$ 49.4			
	C.O.O.	46.8	2.3	49.1				
	CEO/PRESIDENT	43.6	6.0	49.6		39.9	46.9	53.9
	CEO/PRESIDENT	42.5	15.3	57.8				
	NO IN POSITION:	7						
$ 438.2	WEIGHTED GROUP AVG:	$ 55.4	$ 10.3	$ 65.7	$ 49.4			
	NO IN POSITION:	13						
$ 855.5	POSITION AVERAGE:	$ 72.4	$ 16.3	$ 88.7	$ 53.4			

Food Marketing Institute

1985/1986 MANAGEMENT COMPENSATION STUDY

LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———		
Bonus Co's Total Comp - - - - - -		
Nonbonus Co's Salary -.-.-.		



SURVEY POSITION #14 - TOP CONSTRUCT. & MAINT.
EXEC. W. REAL EST.

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 14 - TOP CONSTRUCT. & MAINT. EXEC. W. REAL EST.

Directs and controls the corporation's or operating company's real estate, construction, and maintenance functions. Oversees site selection, lease arrangements, and purchase/sale of real property; supervises new and remodeled store construction, including architectural design, construction contract awards, and control of construction costs; provides equipment planning and layout services for stores, warehouses, and other facilities. Assists in the purchase of store and warehouse equipment and fixtures. Oversees the maintenance and repair of equipment and fixtures.

SCOPE NUMBER OF STORES		BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
	REPORTS TO	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
75 AND ABOVE	CEO/PRESIDENT	$127.9	$ 20.0	$147.9		$ 98.3	$122.9	$147.5
	CEO/PRESIDENT	108.5	41.5	150.0		81.0	101.0	122.0
	BOARD OF DIR.	100.0	16.0	116.0		78.9	98.7	118.5
	C.O.O.				$ 57.3	47.4	58.2	68.7
	CEO/PRESIDENT	42.5	15.3	57.8				
	NO IN POSITION: 6							
124.5	WEIGHTED GROUP AVG:	$ 84.3	$ 21.6	$105.9	$ 57.3			
74 AND BELOW	SENIOR V.P.	$ 85.0	$ 20.0	$105.0				
	CEO/PRESIDENT	85.0	35.0	120.0		$ 75.9	$ 95.2	$114.6
	CEO/PRESIDENT	57.0	7.0	64.0				
	CEO/PRESIDENT				$ 49.4			
	C.O.O.	46.8	2.3	49.1				
	CEO/PRESIDENT	43.6	6.0	49.6		39.9	46.9	53.9
	NO IN POSITION: 6							
36.5	WEIGHTED GROUP AVG:	$ 63.5	$ 14.0	$ 77.5	$ 49.4			
NO SCOPE REPORTED	C.O.O.	$ 58.0	$ 0.0	$ 58.0				
	NO IN POSITION: 13							
80.5	POSITION AVERAGE:	$ 72.4	$ 16.3	$ 88.7	$ 53.4			

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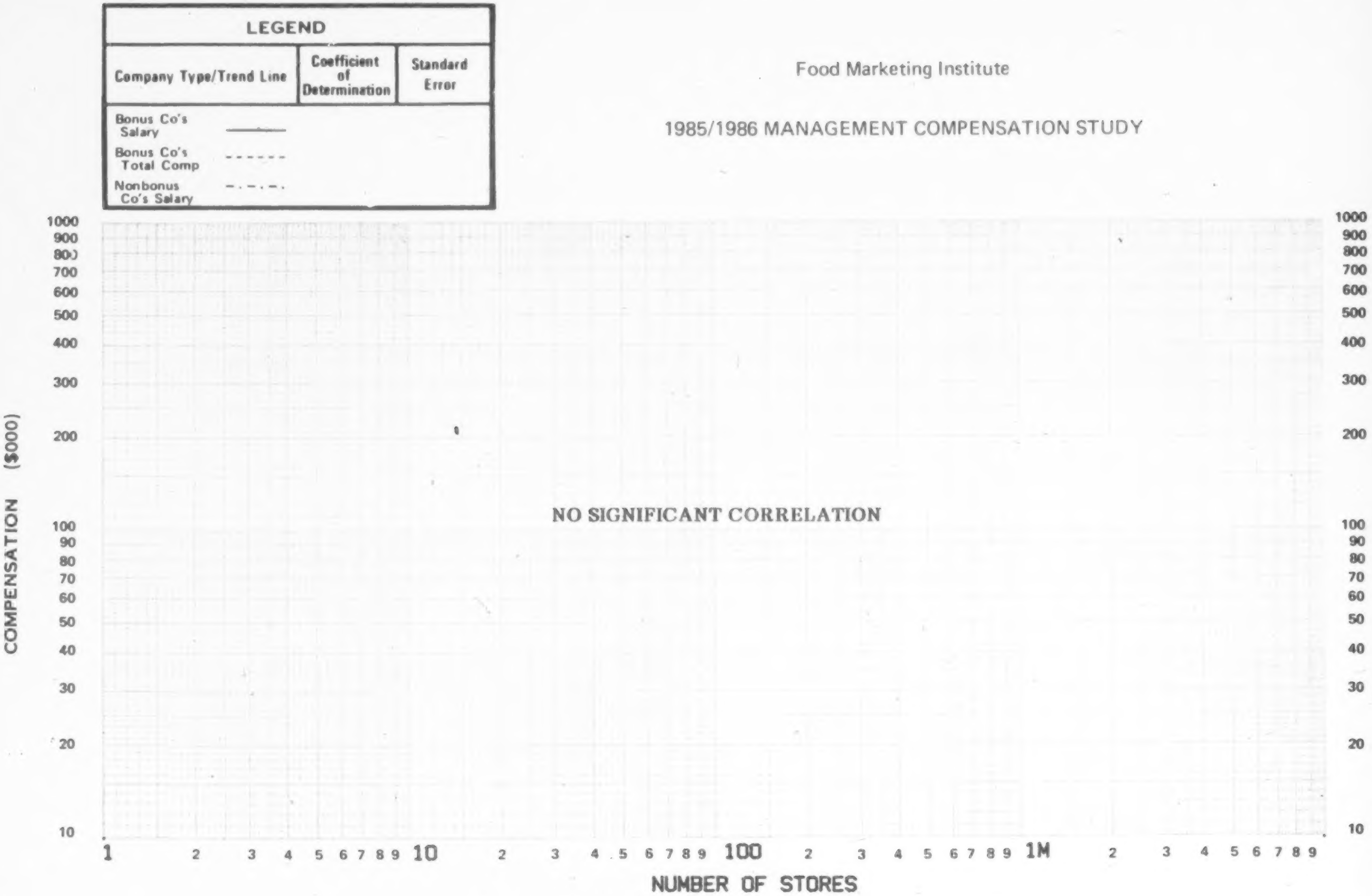
1985/1986 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #14 - TOP CONSTRUCT. & MAINT.
EXEC. W. REAL EST.

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT. EXEC. W/O REAL EST.

Directs the corporation's or operating company's new and remodeled store construction, including architectural design, construction contract awards, and control of construction costs. Provides equipment planning and layout services for stores, warehouses, and other facilities; assists in the purchase of store and warehouse equipment and fixtures. Oversees the maintenance and repair of equipment and fixtures.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2500.0 AND ABOVE	C.O.O.	$116.8	$ 0.0	$116.8				
	EXEC. V.P.	100.0	19.0	119.0				
	GROUP EXEC.	97.5	45.9	143.4		$ 77.6	$ 97.0	$116.4
	SENIOR V.P.	96.0	21.1	117.1		87.2	109.0	130.8
	SENIOR V.P.				$ 81.3			
	C.O.O.	78.0	32.4	110.4		63.0	79.6	95.9
	VICE PRESIDENT				70.2			
	C.O.O.	63.5	23.5	87.0		53.7	67.1	80.5
	GROUP EXEC.	35.0	0.0	35.0				
	NO IN POSITION: 9							
$ 5380.9	WEIGHTED GROUP AVG:	$ 83.8	$ 20.3	$104.1	$ 75.8			
$2499.9 TO $1000.0	EXEC. V.P.				$100.0			
	CEO/PRESIDENT	$100.0	$100.0	$200.0				
	CEO/PRESIDENT	82.0	10.5	92.5				
	C.O.O.	67.6	11.0	78.6				
	VICE PRESIDENT	60.0	0.0	60.0		$ 50.6	$ 65.0	$ 83.5
	VICE PRESIDENT				56.5	47.0	58.8	70.6
	EXEC. V.P.	48.5	5.0	53.5		36.7	48.9	61.1
	NO IN POSITION: 7							
$ 1566.2	WEIGHTED GROUP AVG:	$ 71.6	$ 25.3	$ 96.9	$ 78.3			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT.
EXEC. W/O REAL EST.

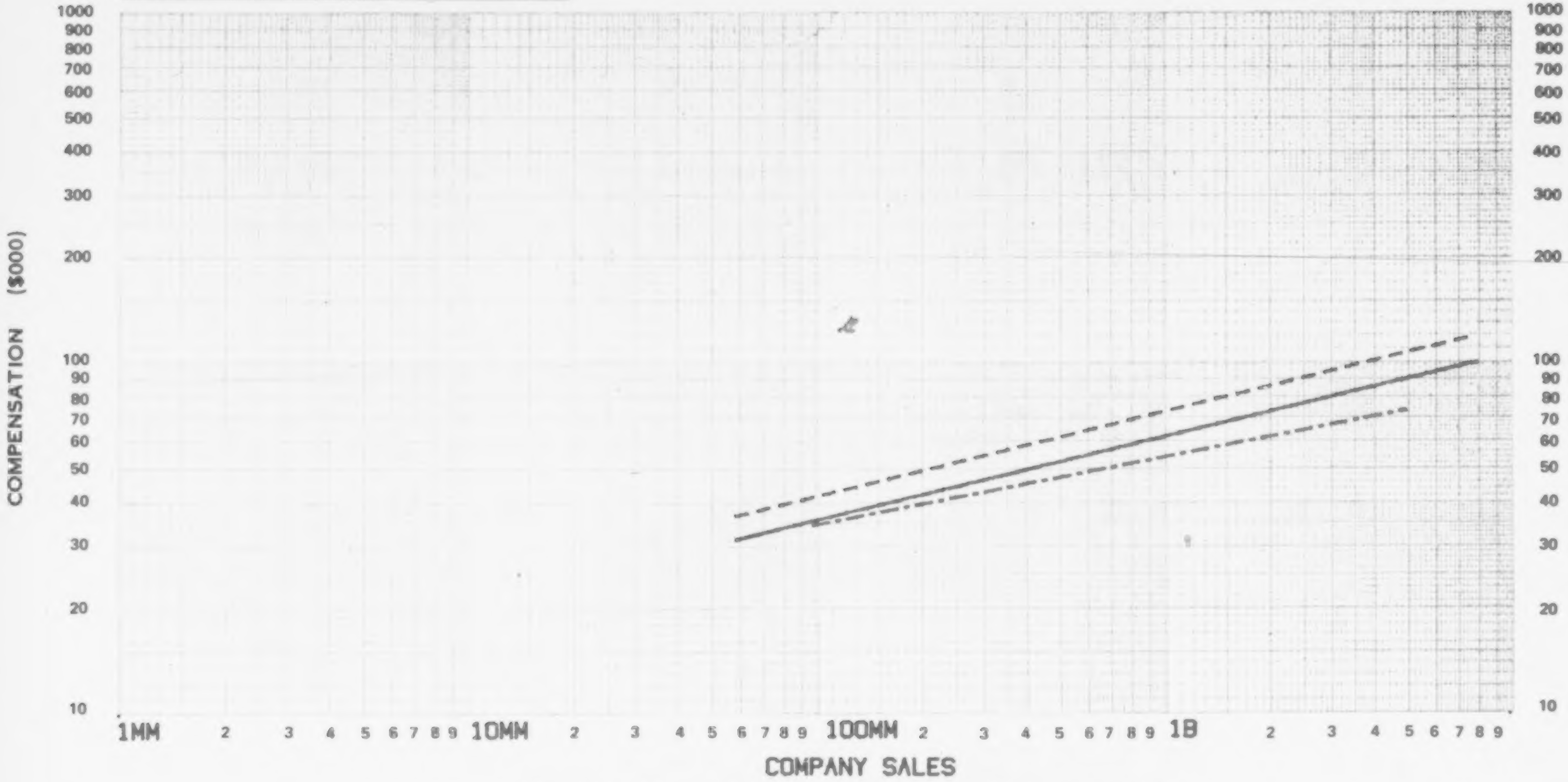
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9	CEO/PRESIDENT				$ 79.6	$ 65.1	$ 81.4	$ 97.6
TO	CEO/PRESIDENT	$ 62.0	$ 4.8	$ 66.8		63.3	79.1	94.9
$500.0	SENIOR V.P.	59.8	17.3	77.1		49.9	62.4	74.9
	VICE PRESIDENT	59.4	8.6	68.0		54.7	66.7	79.6
	C.O.O.	57.2	10.0	67.2				
	VICE PRESIDENT	57.0	3.0	60.0		42.8	53.5	64.1
	C.O.O.				53.0	45.9	58.0	70.2
	CEO/PRESIDENT				52.0	47.4	58.2	68.7
	VICE PRESIDENT	50.7	8.0	58.7		47.9	63.9	79.9
	CEO/PRESIDENT	49.9	13.0	62.9				
	CEO/PRESIDENT	44.1	28.0	72.1				
	SENIOR V.P.	36.5	0.0	36.5				
	CEO/PRESIDENT	35.0	85.0	120.0				
	NO IN POSITION: 13							
$ 769.6	WEIGHTED GROUP AVG:	$ 51.2	$ 17.7	$ 68.9	$ 61.5			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT. EXEC. W/O REAL EST.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$499.9	GROUP EXEC.	$ 90.6	$ 35.0	$125.6				
TO	C.O.O.	75.0	0.0	75.0		$ 60.6	$ 77.0	$ 92.4
$250.0	CEO/PRESIDENT	68.2	13.0	81.2				
	C.O.O.	65.1	4.9	70.0				
	VICE PRESIDENT	53.0	11.0	64.0		37.4	46.7	56.1
	CEO/PRESIDENT	45.0	0.0	45.0				
	VICE PRESIDENT				$ 42.5	30.7	38.4	46.1
	SENIOR V.P.				42.0			
	EXEC. V.P.	39.0	10.0	49.0				
	C.O.O.				39.0			
	VICE PRESIDENT	37.1	3.9	41.0		26.3	34.6	42.9
	CEO/PRESIDENT	32.0	18.0	50.0				
	SENIOR V.P.				31.2			
	NO IN POSITION: 13							
$ 361.6	WEIGHTED GROUP AVG:	$ 56.1	$ 10.7	$ 66.8	$ 38.7			
$249.9	EXEC. V.P.	$ 67.5	$ 10.0	$ 77.5		$ 40.0	$ 45.0	$ 50.0
AND BELOW	C.O.O.	65.0	26.0	91.0		49.5	61.9	74.2
	C.O.O.				$ 47.0			
	VICE PRESIDENT	45.5	5.0	50.5				
	C.O.O.				44.7			
	C.O.O.	35.0	5.0	40.0				
	CEO/PRESIDENT	32.2	4.0	36.2		32.2	34.0	36.2
	C.O.O.	29.0	2.5	31.5				
	NO IN POSITION: 8							
$ 140.3	WEIGHTED GROUP AVG:	$ 45.7	$ 8.8	$ 54.5	$ 45.8			
	NO IN POSITION: 50							
$ 1504.4	POSITION AVERAGE:	$ 60.4	$ 16.1	$ 76.5	$ 56.8			

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	——	0.82	1.24
Bonus Co's Total Comp	- - - - -	0.82	1.25
Nonbonus Co's Salary	-.-.-.	0.81	1.19



SURVEY POSITION #15 - TOP CONSTRUCT. & MAINT.
EXEC. W/O REAL EST.

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT. EXEC. W/O REAL EST.

Directs the corporation's or operating company's new and remodeled store construction, including architectural design, construction contract awards, and control of construction costs. Provides equipment planning and layout services for stores, warehouses, and other facilities; assists in the purchase of store and warehouse equipment and fixtures. Oversees the maintenance and repair of equipment and fixtures.

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
100	EXEC. V.P.				$100.0			
AND ABOVE	CEO/PRESIDENT	$100.0	$100.0	$200.0				
	EXEC. V.P.	100.0	19.0	119.0				
	C.O.O.	78.0	32.4	110.4		$ 63.0	$ 79.6	$ 95.9
	VICE PRESIDENT				70.2			
	VICE PRESIDENT	60.0	0.0	60.0		50.6	65.0	83.5
	VICE PRESIDENT	59.4	8.6	68.0		54.7	66.7	79.6
	C.O.O.	57.2	10.0	67.2				
	VICE PRESIDENT				56.5	47.0	58.8	70.6
	VICE PRESIDENT	50.7	8.0	58.7		47.9	63.9	79.9
	NO IN POSITION:	10						
192.4	WEIGHTED GROUP AVG:	$ 72.2	$ 25.4	$ 97.6	$ 75.6			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT.
EXEC. W/O REAL EST.

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
99	GROUP EXEC.	$ 90.6	$ 35.0	$125.6				
TO	CEO/PRESIDENT	68.2	13.0	81.2				
50	C.O.O.	67.6	11.0	78.6				
	CEO/PRESIDENT	62.0	4.8	66.8		$ 63.3	$ 79.1	$ 94.9
	VICE PRESIDENT	57.0	3.0	60.0		42.8	53.5	64.1
	C.O.O.				$ 53.0	45.9	58.0	70.2
	CEO/PRESIDENT				52.0	47.4	58.2	68.7
	EXEC. V.P.	48.5	5.0	53.5		36.7	48.9	61.1
	VICE PRESIDENT				42.5	30.7	38.4	46.1
	SENIOR V.P.				42.0			
	VICE PRESIDENT	37.1	3.9	41.0		26.3	34.6	42.9
	CEO/PRESIDENT	35.0	85.0	120.0				
	SENIOR V.P.				31.2			
	NO IN POSITION: 13							
71.7	WEIGHTED GROUP AVG:	$ 58.3	$ 20.0	$ 78.3	$ 44.1			
49	CEO/PRESIDENT				$ 79.6	$ 65.1	$ 81.4	$ 97.6
TO	C.O.O.	$ 75.0	$ 0.0	$ 75.0		60.6	77.0	92.4
25	C.O.O.	65.1	4.9	70.0				
	SENIOR V.P.	59.8	17.3	77.1		49.9	62.4	74.9
	VICE PRESIDENT	53.0	11.0	64.0		37.4	46.7	56.1
	CEO/PRESIDENT	49.9	13.0	62.9				
	CEO/PRESIDENT	45.0	0.0	45.0				
	C.O.O.				39.0			
	SENIOR V.P.	36.5	0.0	36.5				
	CEO/PRESIDENT	32.2	4.0	36.2		32.2	34.0	36.2
	C.O.O.	29.0	2.5	31.5				
	NO IN POSITION: 11							
36.1	WEIGHTED GROUP AVG:	$ 49.5	$ 5.9	$ 55.4	$ 59.3			

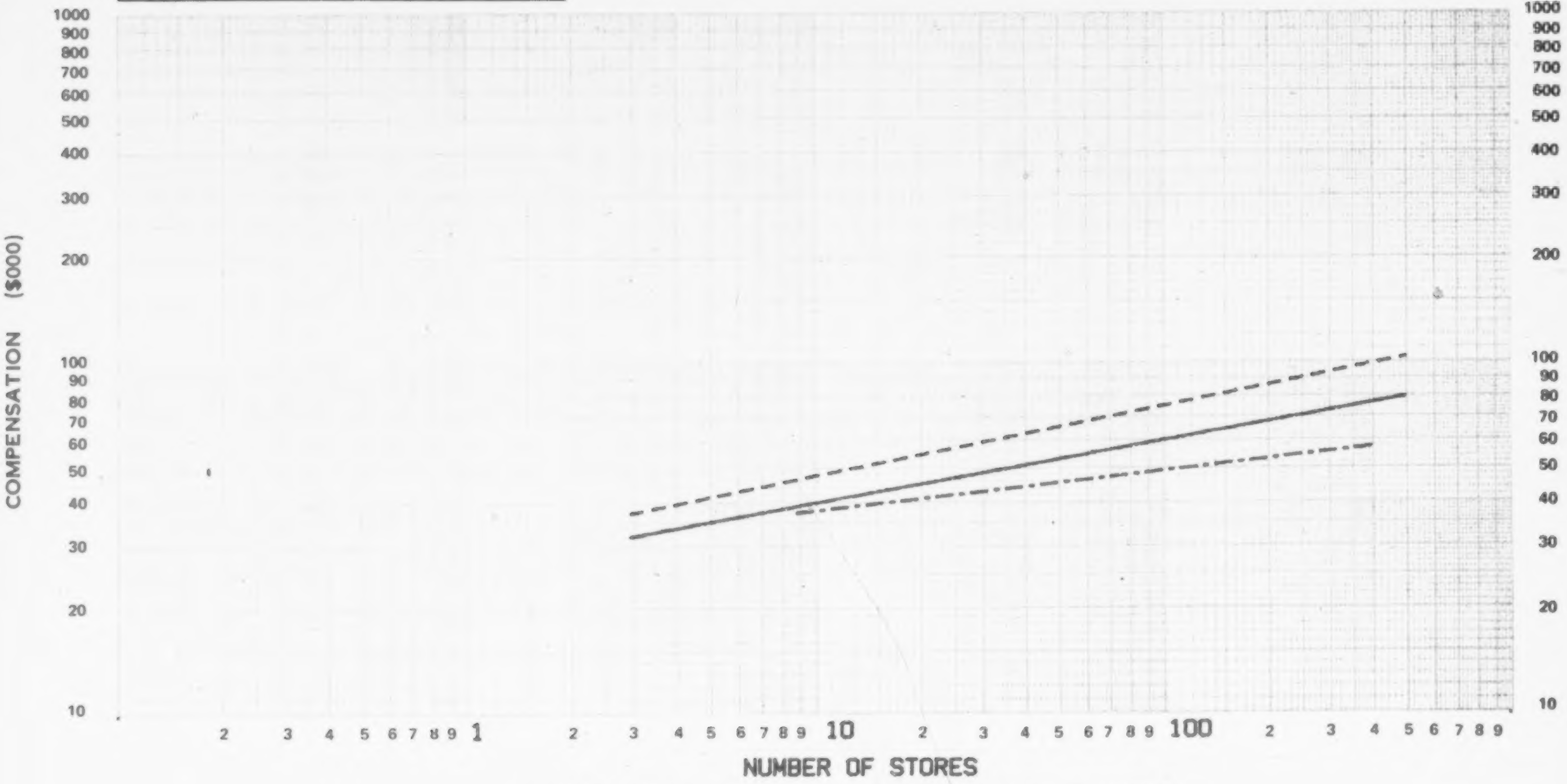
FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT. EXEC. W/O REAL EST.

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
24 AND BELOW	EXEC. V.P.	$ 67.5	$ 10.0	$ 77.5		$ 40.0	$ 45.0	$ 50.0
	C.O.O.	65.0	26.0	91.0		49.5	61.9	74.2
	C.O.O.				$ 47.0			
	VICE PRESIDENT	45.5	5.0	50.5				
	C.O.O.				44.7			
	CEO/PRESIDENT	44.1	28.0	72.1				
	EXEC. V.P.	39.0	10.0	49.0				
	C.O.O.	35.0	5.0	40.0				
	NO IN POSITION: 8							
15.5	WEIGHTED GROUP AVG:	$ 49.4	$ 14.0	$ 63.4	$ 45.8			
NO SCOPE REPORTED	C.O.O.	$116.8	$ 0.0	$116.8				
	GROUP EXEC.	97.5	45.9	143.4		$ 77.6	$ 97.0	$116.4
	SENIOR V.P.	96.0	21.1	117.1		87.2	109.0	130.8
	CEO/PRESIDENT	82.0	10.5	92.5				
	SENIOR V.P.				$ 81.3			
	C.O.O.	63.5	23.5	87.0		53.7	67.1	80.5
	GROUP EXEC.	35.0	0.0	35.0				
	CEO/PRESIDENT	32.0	18.0	50.0				
	NO IN POSITION: 8							
	WEIGHTED GROUP AVG:	$ 74.7	$ 17.0	$ 91.7	$ 81.3			
	NO IN POSITION: 50							
80.4	POSITION AVERAGE:	$ 60.4	$ 16.1	$ 76.5	$ 56.8			

Food Marketing Institute

1985/1986 MANAGEMENT COMPENSATION STUDY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.31	1.30
Bonus Co's Total Comp	------	0.23	1.43
Nonbonus Co's Salary	-.-.-.	0.24	1.23



SURVEY POSITION #15 - TOP CONSTRUCT. & MAINT.
EXEC. W/O REAL EST.

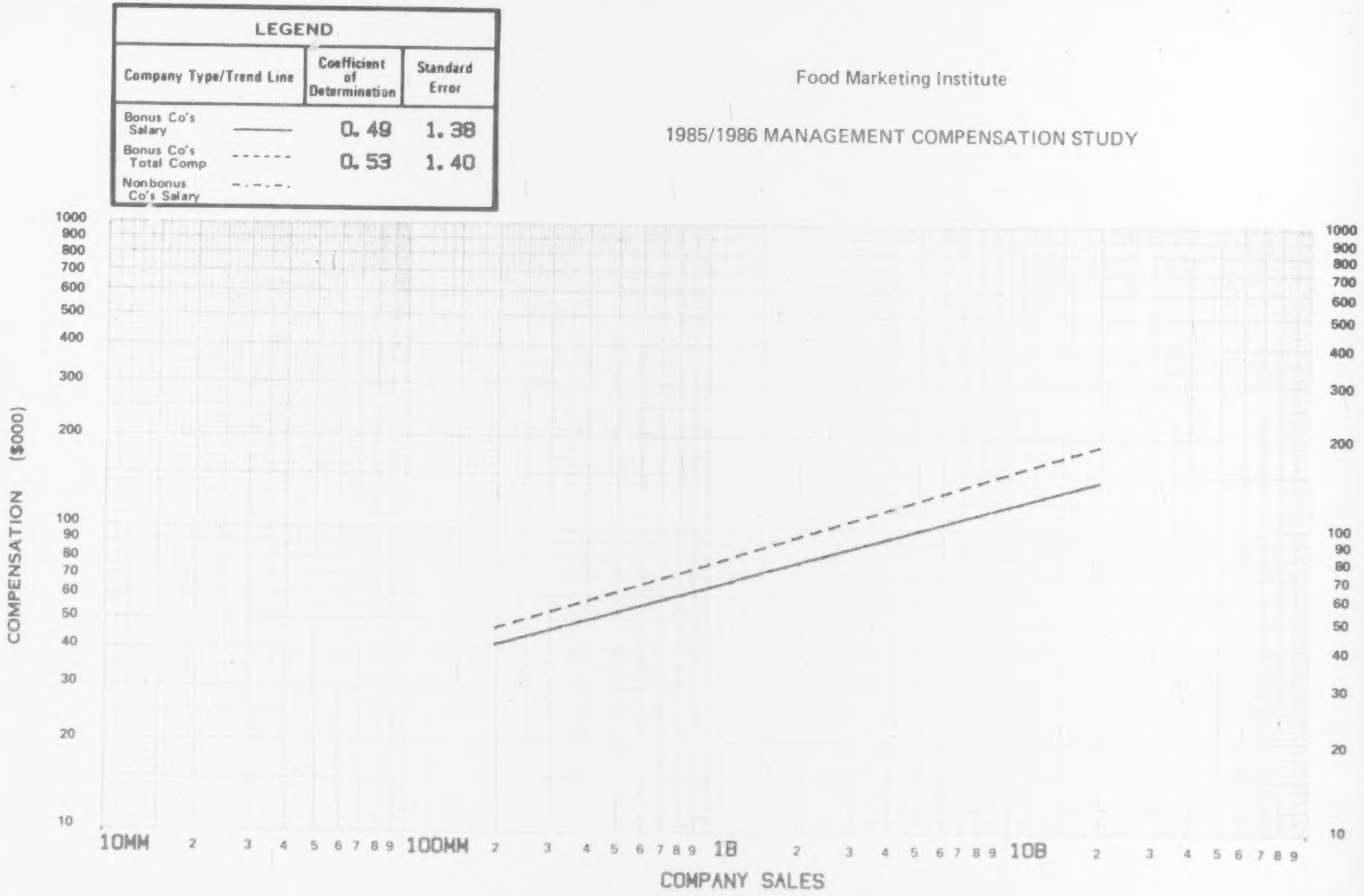
FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 16 - TOP REAL ESTATE EXECUTIVE

Directs and controls the corporation's or operating company's real estate function. Responsible for new store site evaluation and acquisition, leasing arrangements for stores, warehouses and other facilities. Negotiates the purchase and sale of real property. Approves real estate documents and taxes. Maintains contacts with real estate brokers, building development firms, and state, county and governmental agencies.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$1500.0 AND ABOVE	C.O.O.	$184.7	$ 0.0	$184.7				
	EXEC. V.P.	162.5	44.7	207.2				
	GROUP EXEC.	148.5	66.7	215.2		$111.7	$139.6	$167.5
	EXEC. V.P.	145.0	21.8	166.8				
		122.0	23.3	145.3				
	EXEC. V.P.	120.0	43.4	163.4		82.0	102.0	122.0
	SENIOR V.P.	87.0	22.5	109.5				
	C.O.O.	80.0	27.0	107.0		71.8	89.8	107.7
	EXEC. V.P.	79.5	27.9	107.4		59.8	79.7	99.6
	SENIOR V.P.	67.0	16.8	83.8		50.6	65.0	83.5
	EXEC. V.P.				$ 55.2	47.8	60.7	73.6
	VICE PRESIDENT	54.0	12.8	66.8		43.4	54.2	65.0
	GROUP EXEC.				46.5			
	NO IN POSITION:	13						
$ 5695.4	WEIGHTED GROUP AVG:	$113.7	$ 27.9	$141.6	$ 50.8			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 16 - TOP REAL ESTATE EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$1499.9 TO $500.0	C.O.O.				$108.0	$ 57.0	$ 73.2	$ 89.5
	C.O.O.	$101.0	$ 10.7	$111.7		95.0	126.8	158.0
	CEO/PRESIDENT	75.0	0.0	75.0				
	VICE PRESIDENT	60.8	11.0	71.8		54.3	72.4	90.5
	SENIOR V.P.	56.0	2.4	58.4		46.6	58.2	69.9
	C.O.O.				55.0	48.2	62.6	77.0
	CEO/PRESIDENT	54.6	5.3	59.9				
	SENIOR V.P.	50.8	2.0	52.8		43.5	53.7	64.0
	SENIOR V.P.	47.5	0.0	47.5				
	VICE PRESIDENT				46.3	39.3	45.2	51.2
	SENIOR V.P.	44.5	4.0	48.5		31.0	40.4	49.8
	CEO/PRESIDENT				43.1	35.8	43.7	51.9
	VICE PRESIDENT	42.1	6.0	48.1		26.0	37.5	49.0
	VICE PRESIDENT	41.7	5.5	47.2		49.2	59.6	70.9
	VICE PRESIDENT	40.0	0.0	40.0		30.5	38.2	44.0
	CEO/PRESIDENT	30.0	45.0	75.0				
	CEO/PRESIDENT	24.3	3.0	27.3				
	NO IN POSITION: 17							
$ 903.0	WEIGHTED GROUP AVG:	$ 51.4	$ 7.3	$ 58.7	$ 63.1			
$499.9 AND BELOW	CEO/PRESIDENT	$ 92.0	$ 0.0	$ 92.0		$ 73.6	$ 92.0	$110.4
	VICE PRESIDENT	88.4	40.0	128.4				
	CEO/PRESIDENT	78.7	15.0	93.7				
	VICE PRESIDENT	70.0	35.0	105.0				
	VICE PRESIDENT	56.2	11.9	68.1		48.9	55.5	66.6
	C.O.O.	54.6	4.1	58.7				
	SENIOR V.P.				$ 36.0			
	C.O.O.				35.0	34.6	43.2	51.8
	NO IN POSITION: 8							
$ 400.6	WEIGHTED GROUP AVG:	$ 73.3	$ 17.7	$ 91.0	$ 35.5			
	NO IN POSITION: 38							
$ 2436.7	**POSITION AVERAGE:**	**$ 78.6**	**$ 16.9**	**$ 95.5**	**$ 53.1**			



LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.49	1.38
Bonus Co's Total Comp	- - - - - -	0.53	1.40
Nonbonus Co's Salary	-·-·-·-		

SURVEY POSITION #16 - TOP REAL ESTATE EXECUTIVE

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 16 - TOP REAL ESTATE EXECUTIVE

Directs and controls the corporation's or operating company's real estate function. Responsible for new store site evaluation and acquisition, leasing arrangements for stores, warehouses and other facilities. Negotiates the purchase and sale of real property. Approves real estate documents and taxes. Maintains contacts with real estate brokers, building development firms, and state, county and governmental agencies.

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
100 AND ABOVE	EXEC. V.P.	$145.0	$ 21.8	$166.8				
		122.0	23.3	145.3				
	EXEC. V.P.	120.0	43.4	163.4		$ 82.0	$102.0	$122.0
	SENIOR V.P.	87.0	22.5	109.5				
	C.O.O.	80.0	27.0	107.0		71.8	89.8	107.7
	EXEC. V.P.	79.5	27.9	107.4		59.8	79.7	99.6
	SENIOR V.P.	67.0	16.8	83.8		50.6	65.0	83.5
	VICE PRESIDENT	60.8	11.0	71.8		54.3	72.4	90.5
	EXEC. V.P.				$ 55.2	47.8	60.7	73.6
	VICE PRESIDENT	42.1	6.0	48.1		26.0	37.5	49.0
	CEO/PRESIDENT	24.3	3.0	27.3				
	NO IN POSITION:	11						
599.0	WEIGHTED GROUP AVG:	$ 82.8	$ 20.2	$103.0	$ 55.2			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 16 - TOP REAL ESTATE EXECUTIVE

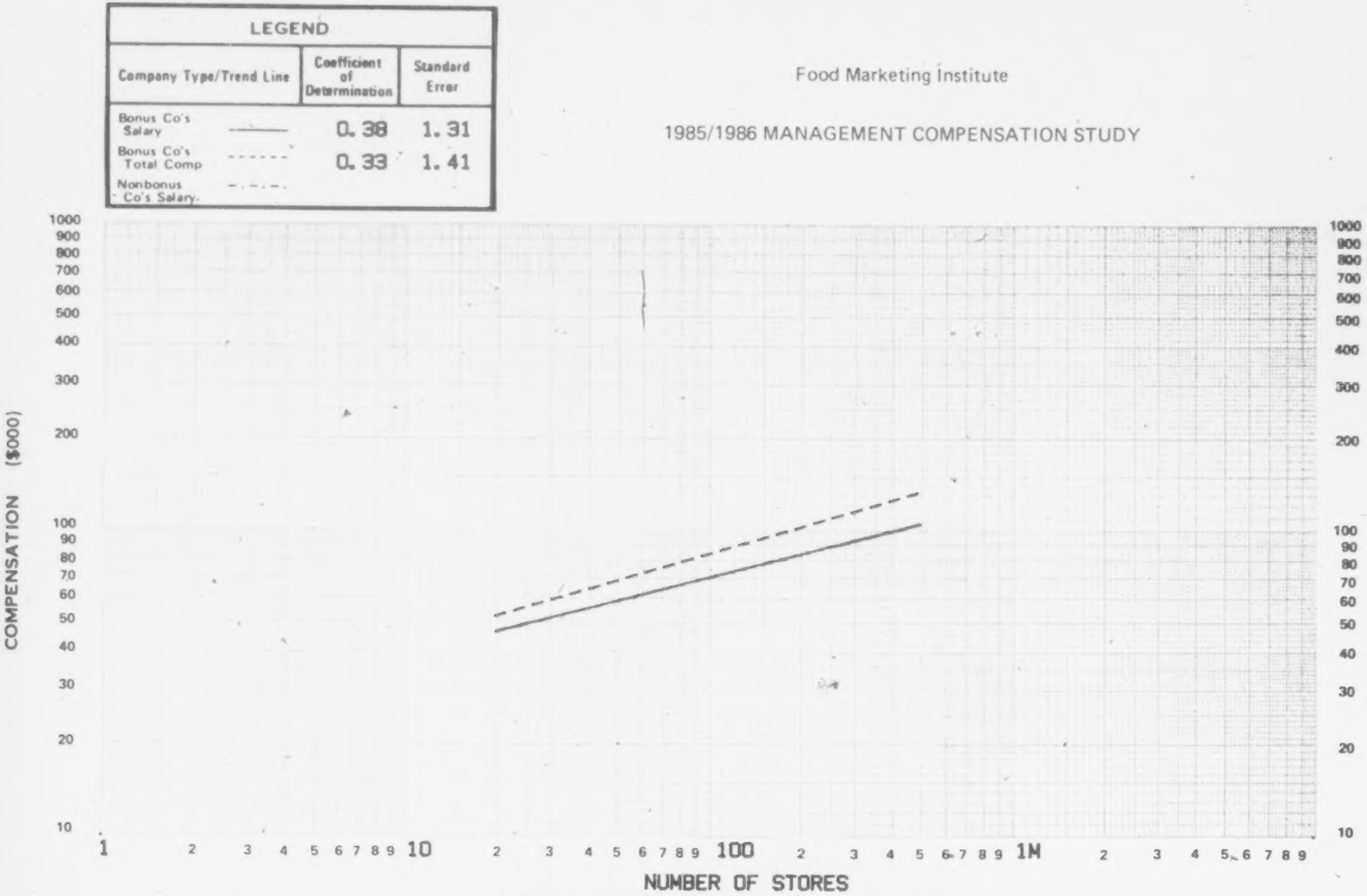
SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
99 TO 50	C.O.O.				$108.0	$ 57.0	$ 73.2	$ 89.5
	C.O.O.	$101.0	$ 10.7	$111.7		95.0	126.8	158.0
	VICE PRESIDENT	88.4	40.0	128.4				
	CEO/PRESIDENT	78.7	15.0	93.7				
	SENIOR V.P.	56.0	2.4	58.4		46.6	58.2	69.9
	CEO/PRESIDENT				43.1	35.8	43.7	51.9
	VICE PRESIDENT	41.7	5.5	47.2		49.2	59.6	70.9
	SENIOR V.P.				36.0			
	C.O.O.				35.0	34.6	43.2	51.8
	CEO/PRESIDENT	30.0	45.0	75.0				
	NO IN POSITION: 10							
69.5	WEIGHTED GROUP AVG:	$ 66.0	$ 19.7	$ 85.7	$ 55.5			
49 AND BELOW	CEO/PRESIDENT	$ 92.0	$ 0.0	$ 92.0		$ 73.6	$ 92.0	$110.4
	VICE PRESIDENT	70.0	35.0	105.0				
	VICE PRESIDENT	56.2	11.9	68.1		48.9	55.5	66.6
	CEO/PRESIDENT	54.6	5.3	59.9				
	C.O.O.	54.6	4.1	58.7				
	SENIOR V.P.	50.8	2.0	52.8		43.5	53.7	64.0
	SENIOR V.P.	47.5	0.0	47.5				
	VICE PRESIDENT				$ 46.3	39.3	45.2	51.2
	SENIOR V.P.	44.5	4.0	48.5		31.0	40.4	49.8
	NO IN POSITION: 9							
34.4	WEIGHTED GROUP AVG:	$ 58.8	$ 7.8	$ 66.6	$ 46.3			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 16 - TOP REAL ESTATE EXECUTIVE

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
NO SCOPE REPORTED	C.O.O.	$184.7	$ 0.0	$184.7				
	EXEC. V.P.	162.5	44.7	207.2				
	GROUP EXEC.	148.5	66.7	215.2		$111.7	$139.6	$167.5
	CEO/PRESIDENT	75.0	0.0	75.0				
	C.O.O.				$ 55.0	48.2	62.6	77.0
	VICE PRESIDENT	54.0	12.8	66.8		43.4	54.2	65.0
	GROUP EXEC.				46.5			
	VICE PRESIDENT	40.0	0.0	40.0		30.5	38.2	44.0
	NO IN POSITION: 8							
	WEIGHTED GROUP AVG:	$110.8	$ 20.7	$131.5	$ 50.8			
	NO IN POSITION: 38							
253.1	POSITION AVERAGE:	$ 78.6	$ 16.9	$ 95.5	$ 53.1			

Food Marketing Institute

1985/1986 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #16 - TOP REAL ESTATE EXECUTIVE

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 17 - TOP SECURITY/LOSS PREVENTION EXEC.

Establishes and enforces security policies and procedures designed to protect company property and merchandise. Directs and controls programs to prevent losses due to theft, vandalism, and fire. Supervises security department, including guard force. Works with law enforcement agencies on investigations or irregularities connected with security of company property and merchandise.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2500.0 AND ABOVE	C.O.O.	$ 87.4	$ 0.0	$ 87.4				
	VICE PRESIDENT	80.5	24.4	104.9		$ 60.0	$ 75.0	$ 90.0
	VICE PRESIDENT	68.4	0.0	68.4		43.9	57.1	70.3
	EXEC. V.P.	68.0	0.0	68.0				
	SENIOR V.P.	59.1	0.0	59.1				
	SENIOR V.P.				$ 55.1	48.6	60.4	72.2
	C.O.O.	54.5	14.5	69.0		39.5	49.4	59.3
	ASST. V.P./DIF				51.0			
	VICE PRESIDENT				50.0			
	EXEC. V.P.				48.5	34.7	46.2	57.8
	NO IN POSITION:	10						
$ 5507.2	WEIGHTED GROUP AVG:	$ 69.7	$ 6.4	$ 76.1	$ 51.2			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 17 - TOP SECURITY/LOSS PREVENTION EXEC.

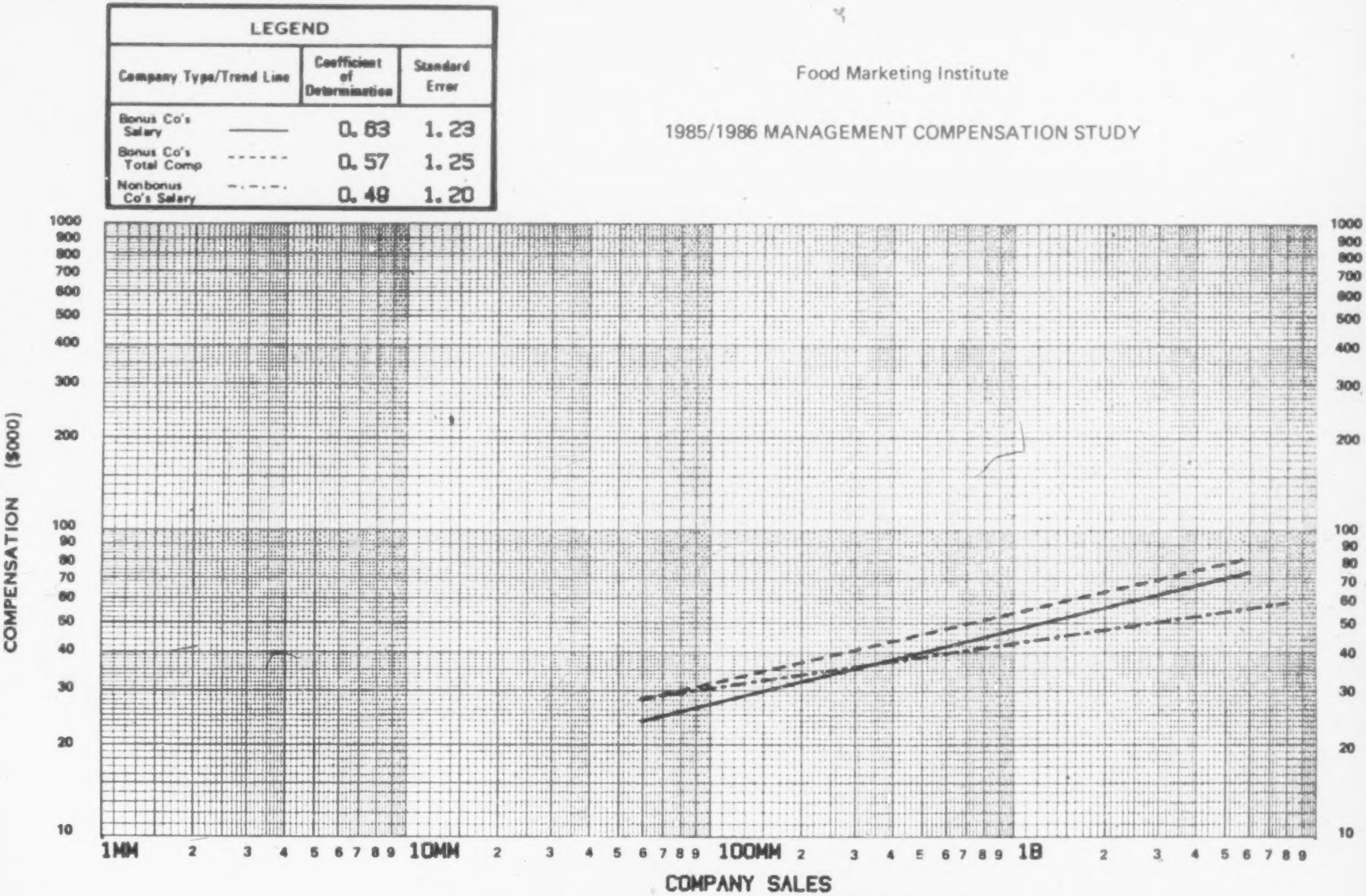
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$2499.9	SENIOR V.P.				$ 77.5			
TO	C.O.O.	$ 65.5	$ 11.0	$ 76.5				
$1000.0	SENIOR V.P.	60.4	4.0	64.4		$ 42.5	$ 53.1	$ 63.8
	SENIOR V.P.	59.0	6.0	65.0				
	VICE PRESIDENT	52.5	0.0	52.5		38.7	50.0	59.9
	EXEC. V.P.	40.7	4.0	44.7		33.3	44.4	55.5
	VICE PRESIDENT	38.4	6.0	44.4		28.7	41.3	53.9
	MANAGER				33.3	27.6	33.3	39.0
	NO IN POSITION: 8							
$ 1495.8	WEIGHTED GROUP AVG:	$ 52.8	$ 5.1	$ 57.9	$ 55.4			
$999.9	C.O.O.	$ 59.0	$ 8.0	$ 67.0				
TO	CEO/PRESIDENT	52.1	3.4	55.5		$ 34.0	$ 53.4	$ 61.5
$750.0	VICE PRESIDENT				$ 47.2	30.7	39.8	49.0
	ASST. V.P./DIR	45.1	6.0	51.1		37.5	50.0	62.5
	EXEC. V.P.	43.9	3.0	46.9		39.1	48.8	58.6
	VICE PRESIDENT				42.0			
	VICE PRESIDENT				41.5	35.8	43.7	51.9
	VICE PRESIDENT				40.0	34.7	43.2	51.7
	SENIOR V.P.				39.5	32.1	39.2	46.4
	VICE PRESIDENT				36.7	33.3	40.8	48.3
	VICE PRESIDENT	28.0	0.0	28.0				
	NO IN POSITION: 11							
$ 881.4	WEIGHTED GROUP AVG:	$ 45.6	$ 4.1	$ 49.7	$ 41.2			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 17 - TOP SECURITY/LOSS PREVENTION EXEC.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$749.9	BOARD OF DIR.	$ 51.2	$ 7.2	$ 58.4		$ 39.5	$ 47.5	$ 55.6
TO	SENIOR V.P.	50.9	3.9	54.8		41.1	51.4	61.6
$500.0	CEO/PRESIDENT	42.9	3.7	46.6				
	C.O.O.	38.3	8.0	46.3		38.3	48.7	59.1
	C.O.O.				$ 37.5	36.7	45.9	55.1
	EXEC. V.P.	35.2	1.2	36.4		31.1	41.5	51.8
	SENIOR V.P.	33.8	11.0	44.8				
	CEO/PRESIDENT	30.0	50.0	80.0				
	NO IN POSITION:	8						
$ 655.6	WEIGHTED GROUP AVG:	$ 40.3	$ 12.2	$ 52.5	$ 37.5			
$499.9	C.O.O.	$ 58.3	$ 0.0	$ 58.3		$ 45.6	$ 57.0	$ 68.4
TO	GROUP EXEC.				$ 47.3			
$250.0	SENIOR V.P.				43.5			
	SENIOR V.P.	42.4	6.0	48.4				
	SENIOR V.P.	38.3	1.1	39.4				
	EXEC. V.P.	34.0	7.0	41.0				
	VICE PRESIDENT	33.7	5.3	39.0				
	VICE PRESIDENT				31.2			
	C.O.O.	30.2	2.0	32.2				
	CEO/PRESIDENT	30.0	18.0	48.0				
	VICE PRESIDENT	27.3	2.4	29.7		19.0	21.8	24.6
	ASST. V.P./DIR				25.0	24.6	30.7	36.8
	NO IN POSITION:	12						
$ 351.5	WEIGHTED GROUP AVG:	$ 36.8	$ 5.2	$ 42.0	$ 36.8			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 17 - TOP SECURITY/LOSS PREVENTION EXEC.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$249.9 AND BELOW	C.O.O.				$ 44.2			
	VICE PRESIDENT	$ 40.0	$ 4.0	$ 44.0				
	VICE PRESIDENT	39.0	5.0	44.0				
	C.O.O.				37.2			
	VICE PRESIDENT	35.0	8.8	43.8				
	CEO/PRESIDENT	31.4	3.9	35.3		$ 31.3	$ 33.5	$ 35.3
	SENIOR V.P.	30.9	0.5	31.4				
	C.O.O.	30.0	7.0	37.0		25.7	32.2	38.7
	EXEC. V.P.				27.3			
	CEO/PRESIDENT	25.0	3.0	28.0				
	C.O.O.				25.0			
		23.5	1.5	25.0				
	GROUP EXEC.				20.0			
	NO IN POSITION: 13							
$ 143.1	WEIGHTED GROUP AVG:	$ 31.9	$ 4.2	$ 36.1	$ 30.7			
	NO IN POSITION: 62							
$ 1420.3	POSITION AVERAGE:	$ 44.8	$ 6.3	$ 51.1	$ 40.9			



LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.83	1.23
Bonus Co's Total Comp	- - - - - -	0.57	1.25
Nonbonus Co's Salary	-.-.-.-	0.48	1.20

SURVEY POSITION #17 - TOP SECURITY/LOSS PREVENTION EXEC.

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 18 - TOP SANITATION EXECUTIVE

Directs the corporation's or operating company's sanitation program. Develops and recommends sanitation policies, procedures and programs. Coordinates efforts to ensure compliance with federal, state and local sanitation requirements.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$1000.0	VICE PRESIDENT				$ 61.3			
AND ABOVE	ASST. V.P./DIR	$ 51.7	$ 0.0	$ 51.7		$ 38.7	$ 50.0	$ 59.9
	GROUP EXEC.	51.4	0.0	51.4				
	EXEC. V.P.	46.7	5.0	51.7		36.6	48.9	61.1
	ASST. V.P./DIR	37.7	2.0	39.7		30.6	36.8	42.9
	NO IN POSITION: 5							
$ 5541.2	WEIGHTED GROUP AVG:	$ 46.9	$ 1.7	$ 48.6	$ 61.3			
$999.9		$ 37.7	$ 0.0	$ 37.7		$ 28.6	$ 35.7	$ 42.9
AND BELOW	ASST. V.P./DIR				$ 36.3	25.9	31.7	37.6
	EXEC. V.P.	36.0	3.0	39.0		34.4	43.0	51.6
	ASST. V.P./DIR				35.2	32.4	39.7	47.0
	CEO/PRESIDENT	34.6	5.5	40.1				
	EXEC. V.P.	32.5	2.0	34.5				
	ASST. V.P./DIR				31.6	22.0	27.5	33.0
	C.O.O.	29.0	15.0	44.0				
	VICE PRESIDENT				28.0			
	VICE PRESIDENT	25.0	0.5	25.5		19.8	26.3	30.3
	NO IN POSITION: 16							
$ 605.8	WEIGHTED GROUP AVG:	$ 35.1	$ 2.2	$ 37.3	$ 32.8			
	NO IN POSITION: 21							
$ 1780.9	POSITION AVERAGE:	$ 38.0	$ 2.1	$ 40.1	$ 38.5			

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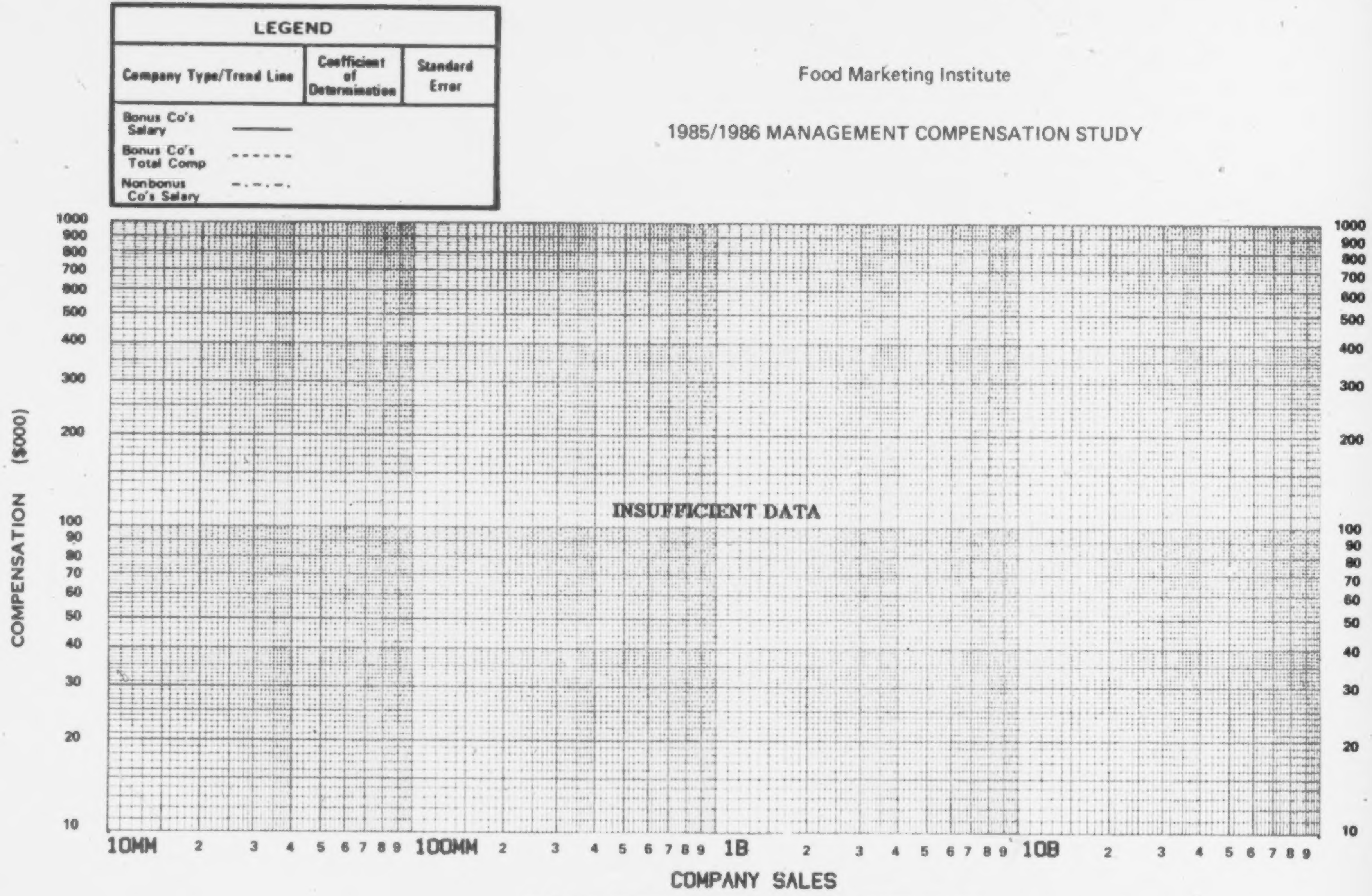
1985/1986 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #18 - TOP SANITATION EXECUTIVE

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 19 - TOP MERCHANDISING & PROCUREMENT EXEC.

Directs the corporation's or operating company's merchandising, buying, pricing, advertising and service programs. Oversees and controls merchandising strategies for grocery, meat, produce, frozen food, dairy, and nonfood products. Oversees and controls product procurement.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2500.0 AND ABOVE	C.O.O.	$205.0	$ 50.1	$255.1				
	CEO/PRESIDENT	200.0	0.0	200.0				
	C.O.O.	165.0	74.5	239.5		$104.1	$130.1	$156.2
	C.O.O.	150.0	130.4	280.4		162.9	203.6	244.3
	VICE PRESIDENT	149.5	0.0	149.5				
	EXEC. V.P.	115.0	7.5	122.5		103.9	129.9	155.9
	C.O.O.	100.0	26.9	126.9		71.3	95.0	118.8
	CEO/PRESIDENT	86.0	44.0	130.0		75.4	94.3	113.2
	CEO/PRESIDENT	76.5	0.0	76.5				
	VICE PRESIDENT				$ 60.0			
	NO IN POSITION:	10						
$ 7007.8	WEIGHTED GROUP AVG:	$138.6	$ 37.0	$175.6	$ 60.0			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 19 - TOP MERCHANDISING & PROCUREMENT EXEC.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2499.9 TO $1000.0	C.O.O.	$200.0	$ 40.0	$240.0				
	CEO/PRESIDENT	140.0	0.0	140.0				
	CEO/PRESIDENT	125.0	25.0	150.0				
	CEO/PRESIDENT	100.0	91.9	191.9				
	CEO/PRESIDENT	98.0	41.0	139.0		$ 81.0	$101.0	$122.0
	EXEC. V.P.	94.7	34.8	129.5				
	C.O.O.	90.0	0.0	90.0		86.6	108.3	130.0
	C.O.O.	70.5	9.0	79.5				
	VICE PRESIDENT				$ 62.4	50.6	64.5	78.4
	NO IN POSITION: 9							
$ 1487.7	WEIGHTED GROUP AVG:	$114.8	$ 30.2	$145.0	$ 62.4			
$999.9 TO $750.0	SENIOR V.P.				$150.0	$ 57.0	$ 73.2	$ 89.5
	CEO/PRESIDENT	$135.0	$ 0.0	$135.0				
	EXEC. V.P.	124.5	10.0	134.5		90.0	112.5	135.0
	CEO/PRESIDENT	100.0	45.0	145.0		75.9	95.2	114.6
	C.O.O.				94.1			
	C.O.O.	90.0	27.0	117.0		82.8	103.4	124.1
	SENIOR V.P.	88.5	53.1	141.6		71.9	88.3	104.2
	CEO/PRESIDENT				72.0			
	CEO/PRESIDENT	49.0	0.0	49.0				
	NO IN POSITION: 9							
$ 890.5	WEIGHTED GROUP AVG:	$ 97.8	$ 22.6	$120.4	$105.4			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 19 - TOP MERCHANDISING & PROCUREMENT EXEC.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$749.9	CEO/PRESIDENT	$115.0	$ 33.0	$148.0		$ 95.3	$119.1	$143.0
TO	C.O.O.	88.6	16.5	105.1		77.0	96.2	115.5
$500.0	VICE PRESIDENT	87.0	14.0	101.0		61.6	76.0	89.7
	C.O.O.	85.0	41.0	126.0		68.1	85.1	102.2
	CEO/PRESIDENT	66.0	41.9	107.9				
	SENIOR V.P.	54.0	6.0	60.0				
	DIV. V.P./MGR.	40.2	2.3	42.5		28.3	37.7	47.2
	CEO/PRESIDENT	40.0	208.1	248.1				
	NO IN POSITION: 12							
$ 638.0	WEIGHTED GROUP AVG:	$ 61.4	$ 31.0	$ 92.4				
$499.9	CEO/PRESIDENT	$115.4	$ 36.0	$151.4		$ 79.2	$ 99.0	$118.9
TO	CEO/PRESIDENT	100.0	42.0	142.0				
$250.0	CEO/PRESIDENT				$ 85.0			
	CEO/PRESIDENT	79.6	12.6	92.2		61.4	76.4	91.4
		55.0	0.0	55.0		45.6	57.0	68.4
	VICE PRESIDENT				55.0			
	NO IN POSITION: 6							
$ 417.8	WEIGHTED GROUP AVG:	$ 87.5	$ 22.7	$110.1	$ 70.0			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 19 · TOP MERCHANDISING & PROCUREMENT EXEC.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$249.9 AND BELOW	CEO/PRESIDENT	$115.0	$ 40.0	$155.0		$ 96.8	$121.0	$145.2
	CEO/PRESIDENT	110.0	33.0	143.0				
	CEO/PRESIDENT	70.0	10.0	80.0				
	BOARD OF DIR.	69.5	0.0	69.5		40.9	51.1	61.3
	CEO/PRESIDENT				$ 65.0			
	CEO/PRESIDENT	54.5	0.0	54.5				
	CEO/PRESIDENT	53.5	7.0	60.5		56.7	66.7	76.7
	EXEC. V.P.				49.9			
	ASST. V.P./DIR	45.5	5.5	51.0				
	CEO/PRESIDENT	43.9	11.0	54.9		43.9	48.8	54.9
	C.O.O.	43.5	3.5	47.0				
	CEO/PRESIDENT				40.0			
	CEO/PRESIDENT	35.0	9.0	44.0				
	NO IN POSITION: 13							
$ 142.7	WEIGHTED GROUP AVG:	$ 64.0	$ 11.9	$ 75.9	$ 51.6			
	NO IN POSITION: 59							
$ 1754.2	POSITION AVERAGE:	$ 91.4	$ 26.4	$117.8	$ 73.3			

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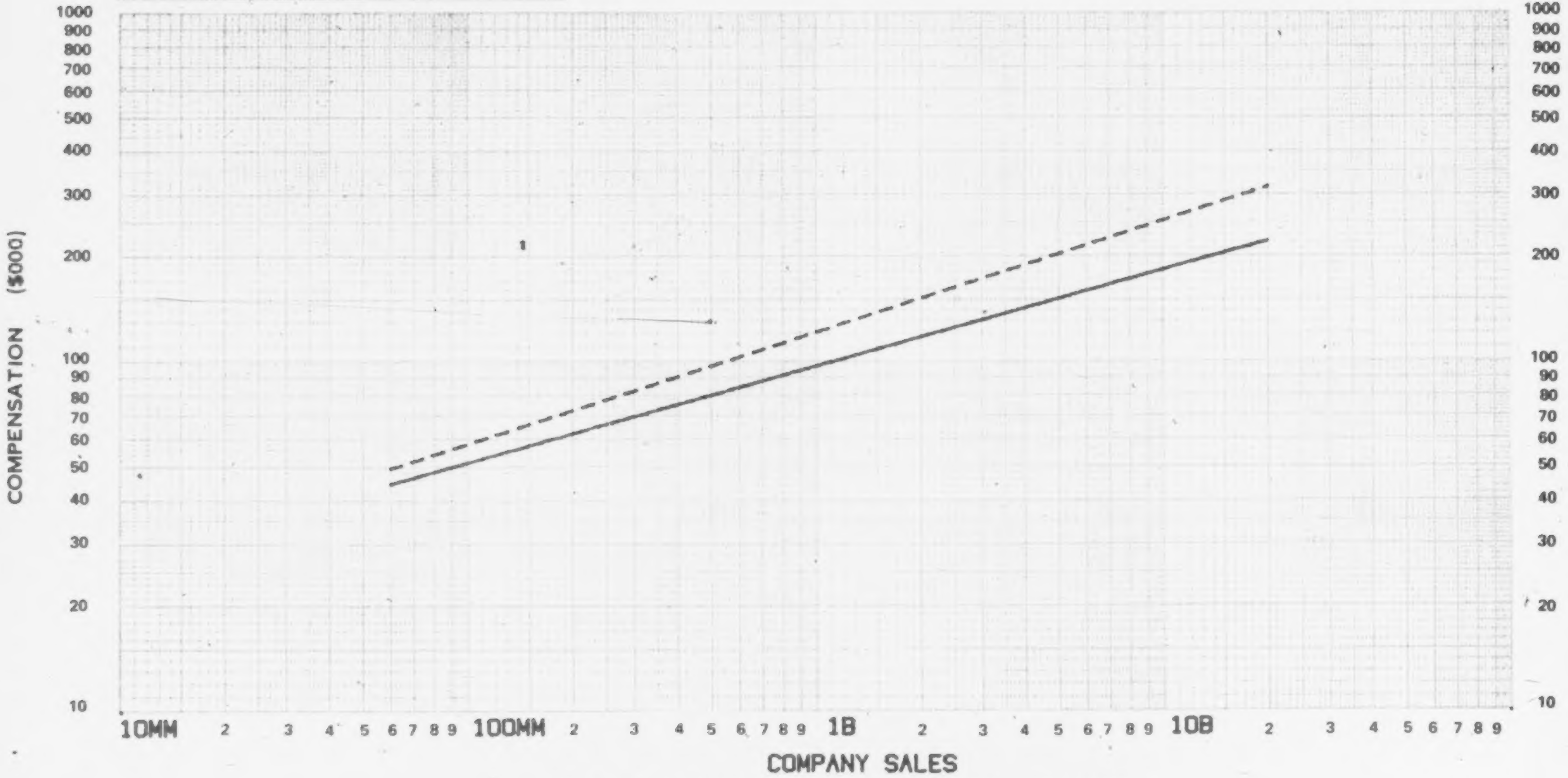
1985/1986 MANAGEMENT COMPENSATION STUDY

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.64	1.32
Bonus Co's Total Comp	- - - - - -	0.68	1.33
Nonbonus Co's Salary	-.-.-.		



SURVEY POSITION #19 - TOP MERCHANDISING & PROCUREMENT EXEC.

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 20 - TOP ADVERTISING EXECUTIVE

Develops and recommends the corporation's or operating company's advertising objectives, policies and plans. Oversees the creation and placement of advertisements; i.e., T.V., radio and newspaper advertising. Works with outside agencies on preparation of advertising campaigns.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$2500.0 AND ABOVE	VICE PRESIDENT	$118.1	$ 0.0	$118.1				
	EXEC. V.P.	110.0	14.3	124.3				
	GROUP EXEC.	99.0	53.3	152.3		$ 87.4	$109.3	$131.2
	EXEC. V.P.	90.0	27.5	117.5		73.0	91.0	109.0
	VICE PRESIDENT	85.0	13.4	98.4		67.3	84.1	100.9
	CEO/PRESIDENT	70.0	0.0	70.0				
	SENIOR V.P.	68.0	19.5	87.5		56.1	69.9	83.9
	GROUP EXEC.	67.5	18.3	85.8				
	SENIOR V.P.	66.5	17.3	83.8		46.6	58.3	70.0
	EXEC. V.P.				$ 59.4			
	ASST. V.P./DIR	53.5	2.8	56.3		35.4	47.2	59.0
	NO IN POSITION: 11							
$ 6843.5	WEIGHTED GROUP AVG:	$ 82.8	$ 16.6	$ 99.4	$ 59.4			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 20 - TOP ADVERTISING EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2499.9	EXEC. V.P.	$ 79.0	$ 10.0	$ 89.0		$ 44.0	$ 59.2	$ 74.0
TO	EXEC. V.P.				$ 77.5			
$1000.0	CEO/PRESIDENT	75.0	30.9	105.9				
	VICE PRESIDENT	71.1	0.0	71.1		49.7	65.2	79.4
	CEO/PRESIDENT	66.5	9.0	75.5				
	VICE PRESIDENT	51.2	12.0	63.2		37.8	49.1	60.4
	SENIOR V.P.				43.5	41.5	51.9	62.3
		32.2	6.0	38.2		26.0	37.5	49.0
	NO IN POSITION: 8							
$ 1599.4	WEIGHTED GROUP AVG:	$ 62.5	$ 11.3	$ 73.8	$ 60.5			
$999.9	GROUP EXEC.				$ 62.7	$ 48.9	$ 60.0	$ 71.0
TO	VICE PRESIDENT				59.5	43.1	55.9	68.8
$750.0	SENIOR V.P.				52.0	47.4	58.2	68.7
	VICE PRESIDENT	$ 47.5	$ 5.5	$ 53.0		34.0	53.4	61.5
	C.O.O.	42.7	7.3	50.0				
	ASST. V.P./DIR	40.2	6.1	46.3		37.5	50.0	62.5
	SENIOR V.P.				40.0	43.5	53.7	64.0
	EXEC. V.P.	39.0	0.0	39.0				
	CEO/PRESIDENT	38.4	5.0	43.4		39.1	48.8	58.6
	VICE PRESIDENT				37.5	32.2	40.0	47.8
	NO IN POSITION: 10							
$ 874.6	WEIGHTED GROUP AVG:	$ 41.6	$ 4.7	$ 46.3	$ 50.3			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 20 - TOP ADVERTISING EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$749.9	VICE PRESIDENT	$ 64.1	$ 0.0	$ 64.1		$ 53.9	$ 67.3	$ 80.8
TO	VICE PRESIDENT	56.6	8.3	64.9		43.8	53.1	62.5
$500.0	EXEC. V.P.	49.4	5.1	54.5				
	VICE PRESIDENT	45.5	11.2	56.7				
	DIV. V.P./MGR.				$ 39.0	28.0	33.0	39.0
	VICE PRESIDENT	38.0	1.1	39.1		28.3	37.7	47.2
	VICE PRESIDENT	30.0	35.0	65.0				
	NO IN POSITION: 7							
$ 662.3	WEIGHTED GROUP AVG:	$ 47.3	$ 10.1	$ 57.4	$ 39.0			
$499.9	SENIOR V.P.				$ 85.0			
TO	C.O.O.	$ 55.0	$ 2.7	$ 57.7				
$250.0	GROUP EXEC.				52.8			
	VICE PRESIDENT	44.5	9.3	53.8		$ 37.4	$ 46.7	$ 56.1
	VICE PRESIDENT	43.8	2.9	46.7		24.0	30.4	36.9
	SENIOR V.P.	40.6	7.1	47.7				
	VICE PRESIDENT	40.0	12.0	52.0				
	VICE PRESIDENT				36.0			
	VICE PRESIDENT	31.2	2.1	33.3				
	VICE PRESIDENT				29.0	30.7	38.4	46.1
	VICE PRESIDENT	26.3	0.0	26.3		19.6	24.5	29.4
	NO IN POSITION: 11							
$ 373.0	WEIGHTED GROUP AVG:	$ 40.2	$ 5.2	$ 45.4	$ 50.7			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 20 - TOP ADVERTISING EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$249.9 AND BELOW	CEO/PRESIDENT	$ 72.5	$ 21.8	$ 94.3				
	C.O.O.				$ 62.4			
	EXEC. V.P.	50.0	7.0	57.0		$ 40.0	$ 45.0	$ 50.0
	SENIOR V.P.	37.0	0.5	37.5				
	C.O.O.	36.3	2.5	38.8		37.3	43.9	50.5
	CEO/PRESIDENT	35.1	3.9	39.0				
	MANAGER	34.0	3.0	37.0				
	CEO/PRESIDENT	33.1	7.0	40.1		32.0	33.0	35.0
	VICE PRESIDENT				30.0			
	CEO/PRESIDENT				30.0			
	VICE PRESIDENT	30.0	5.0	35.0		29.6	37.1	44.5
	CEO/PRESIDENT	28.3	3.9	32.2		28.3	30.0	32.2
	CEO/PRESIDENT	27.4	0.5	27.9				
	EXEC. V.P.				25.0			
	EXEC. V.P.				22.5			
	VICE PRESIDENT				22.4			
	NO IN POSITION:	17						
$ 130.1	WEIGHTED GROUP AVG:	$ 37.9	$ 5.6	$ 43.5	$ 32.1			
	NO IN POSITION:	64						
$ 1683.9	POSITION AVERAGE:	$ 53.2	$ 9.2	$ 62.4	$ 45.6			

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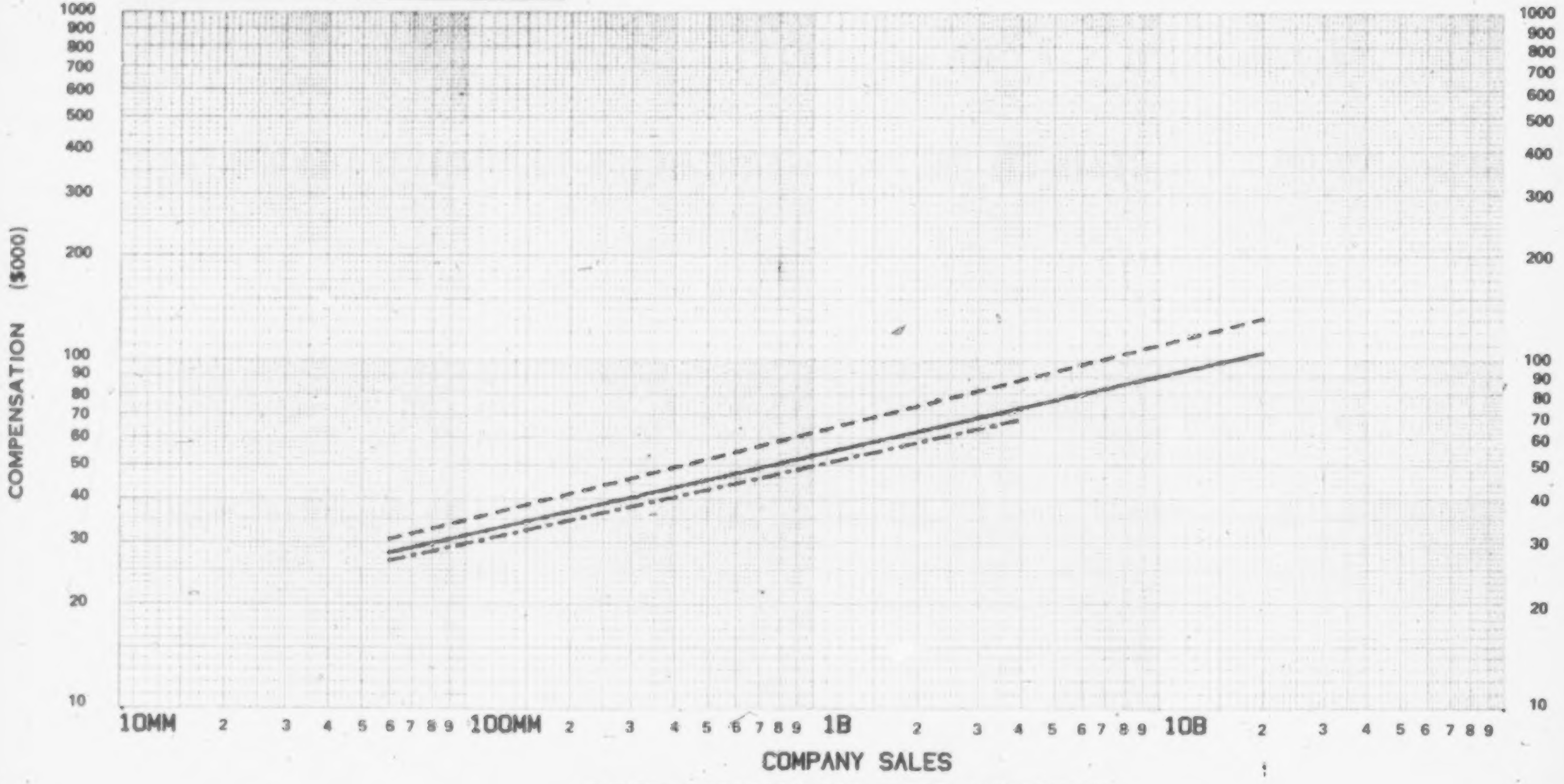
1985/1986 MANAGEMENT COMPENSATION STUDY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.54	1.32
Bonus Co's Total Comp	- - - - - -	0.56	1.34
Nonbonus Co's Salary	—·—·—·	0.55	1.29



SURVEY POSITION #20 - TOP ADVERTISING EXECUTIVE

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 21 - TOP GROCERY OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's grocery merchandising program in accordance with the firm's overall merchandising policies. Plans and develops, with store operations, merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted grocery sales, profit and turnover. Directs and controls all grocery buying and pricing. Directs and controls product selection, promotion and advertising plans. Develops financial forecasts for grocery sales and profits.

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$750.0 AND ABOVE	EXEC. V.P.	$125.5	$ 63.5	$189.0		$ 96.0	$120.0	$144.0
	GROUP EXEC.	100.0	23.3	123.3				
	EXEC. V.P.	90.0	9.5	99.5				
	C.O.O.	86.0	26.5	112.5		50.6	65.0	83.5
	SENIOR V.P.	72.0	16.0	88.0		53.4	71.2	89.0
	SENIOR V.P.	68.0	4.0	72.0		56.1	69.9	83.9
	GROUP EXEC.	49.5	0.0	49.5				
	NO IN POSITION:	7						
$ 3059.8	WEIGHTED GROUP AVG:	$ 84.4	$ 20.4	$104.8				

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 21 - TOP GROCERY OPERATIONS EXECUTIVE

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$749.9	EXEC. V.P.				$ 97.5			
TO	VICE PRESIDENT				70.0	$ 51.3	$ 65.4	$ 79.5
$250.0	VICE PRESIDENT	$ 64.5	$ 5.3	$ 69.8		54.9	68.6	82.3
	CEO/PRESIDENT	63.0	12.0	75.0				
	SENIOR V.P.	61.0	12.3	73.3		47.4	58.2	68.7
	CEO/PRESIDENT				55.0			
	GROUP EXEC.				54.1	53.8	67.4	80.8
	SENIOR V.P.	53.0	6.9	59.9		43.5	53.7	64.0
	VICE PRESIDENT				51.2	43.1	55.9	68.8
	VICE PRESIDENT	50.0	3.5	53.5				
	VICE PRESIDENT	47.3	11.5	58.8		48.9	55.5	66.6
	VICE PRESIDENT	30.0	30.0	60.0				
	NO IN POSITION: 12							
$ 439.3	WEIGHTED GROUP AVG:	$ 52.7	$ 11.6	$ 64.3	$ 65.6			
$249.9	VICE PRESIDENT	$ 65.3	$ 12.2	$ 77.5		$ 49.6	$ 62.0	$ 74.4
TO	C.O.O.	65.1	6.5	71.6				
$100.0	GROUP EXEC.				$ 58.8			
	VICE PRESIDENT	49.9	6.3	56.2				
	VICE PRESIDENT	48.0	5.8	53.8		27.9	37.7	47.5
	DIV. V.P./MGR.				45.0	37.6	46.5	55.4
	VICE PRESIDENT	45.0	0.0	45.0		36.6	45.7	54.9
	VICE PRESIDENT	43.9	9.0	52.9		38.3	48.7	59.1
	EXEC. V.P.	43.0	0.0	43.0				
	NO IN POSITION: 9							
$ 194.9	WEIGHTED GROUP AVG:	$ 51.5	$ 5.6	$ 57.1	$ 51.9			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 21 - TOP GROCERY OPERATIONS EXECUTIVE

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$99.9	VICE PRESIDENT	$ 55.5	$ 18.0	$ 73.5		$ 46.9	$ 58.6	$ 70.3
AND BELOW	VICE PRESIDENT				$ 54.8	33.7	42.1	50.5
	VICE PRESIDENT	50.0	12.5	62.5				
	CEO/PRESIDENT	48.1	2.9	51.0				
	C.O.O.	46.9	5.1	52.0		44.5	52.3	60.2
	GROUP EXEC.				46.3			
	VICE PRESIDENT				46.0			
	VICE PRESIDENT	42.8	0.0	42.8		39.4	49.3	59.2
	SENIOR V.P.	42.3	0.7	43.0				
	EXEC. V.P.	40.5	7.0	47.5		35.0	40.0	45.0
	EXEC. V.P.	40.0	1.0	41.0				
	C.O.O.				38.0			
	VICE PRESIDENT	38.0	4.0	42.0				
	CEO/PRESIDENT	35.8	2.0	37.8		30.0	40.0	50.0
	CEO/PRESIDENT	30.0	3.5	33.5				
	NO IN POSITION: 17							
$ 64.9	WEIGHTED GROUP AVG:	$ 42.7	$ 5.2	$ 47.9	$ 43.5			

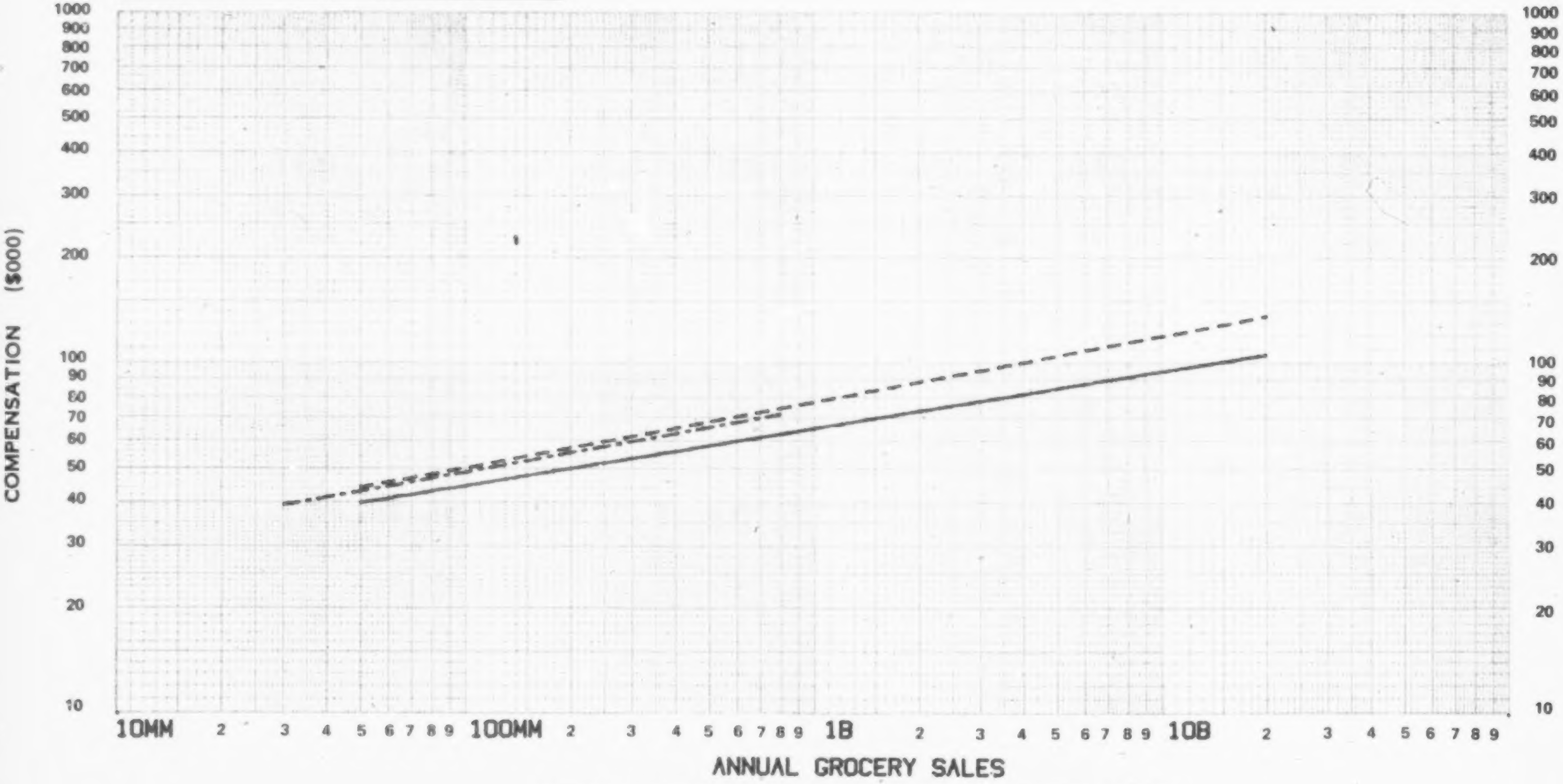
FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 21 - TOP GROCERY OPERATIONS EXECUTIVE

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	VICE PRESIDENT	$145.8	$ 0.0	$145.8				
	VICE PRESIDENT	99.0	55.6	154.6		$ 87.4	$109.3	$131.2
	C.O.O.	90.0	13.5	103.5				
	C.O.O.	82.0	7.8	89.8				
	VICE PRESIDENT	76.3	10.0	86.3		51.4	64.3	77.2
	VICE PRESIDENT	72.1	9.0	81.1		52.5	65.6	78.8
	EXEC. V.P.				$ 70.0			
	EXEC. V.P.	65.6	9.0	74.6		44.0	59.2	74.0
	SENIOR V.P.	60.0	17.8	77.8		48.3	60.4	72.5
	GROUP EXEC.	56.2	15.3	71.5				
	SENIOR V.P.	54.0	6.0	60.0				
	VICE PRESIDENT	53.0	7.4	60.4		54.3	72.4	90.5
	C.O.O.	51.2	10.0	61.2				
	CEO/PRESIDENT	50.0	10.0	60.0				
	CEO/PRESIDENT				35.0			
	NO IN POSITION: 15							
	WEIGHTED GROUP AVG:	$ 73.5	$ 13.2	$ 86.7	$ 52.5			
	NO IN POSITION: 60							
$ 656.6	POSITION AVERAGE:	$ 61.0	$ 10.9	$ 71.9	$ 53.2			

Food Marketing Institute

1985/1986 MANAGEMENT COMPENSATION STUDY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.51	1.26
Bonus Co's Total Comp	------	0.52	1.30
Nonbonus Co's Salary	-·-·-·	0.55	1.20



SURVEY POSITION #21 - TOP GROCERY OPERATIONS EXECUTIVE

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 22 - TOP MEAT OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's meat merchandising program (including deli) in accordance with the firm's overall merchandising policies. Plans and develops merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted meat sales, profit and turnover. Directs and controls all meat buying and pricing. Directs and controls meat selection, promotion and advertising plans. Develops financial forecasts for meat sales and profits.

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$150.0 AND ABOVE	EXEC. V.P.	$ 95.0	$ 9.7	$104.7				
	SENIOR V.P.	90.0	18.3	108.3		$ 56.8	$ 75.7	$ 94.6
	VICE PRESIDENT	79.5	15.5	95.0		62.2	77.7	93.3
	VICE PRESIDENT	74.1	17.7	91.8		50.6	65.0	83.5
	GROUP EXEC.	65.0	10.7	75.7		56.1	69.9	83.9
	C.O.O.	63.5	0.0	63.5				
	GROUP EXEC.				$ 62.5			
	VICE PRESIDENT	62.0	7.5	69.5				
	GROUP EXEC.	62.0	17.0	79.0				
	GROUP EXEC.	53.0	0.0	53.0				
	SENIOR V.P.	50.0	4.5	54.5		43.5	53.7	64.0
	VICE PRESIDENT				47.0	38.4	49.9	61.4
	NO IN POSITION: 12							
$ 508.4	WEIGHTED GROUP AVG:	$ 69.4	$ 10.1	$ 79.5	$ 54.8			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 22 - TOP MEAT OPERATIONS EXECUTIVE

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$149.9	EXEC. V.P.	$104.4	$ 8.0	$112.4		$ 57.2	$ 71.5	$ 85.8
TO	GROUP EXEC.				$ 80.1	65.1	81.4	97.6
$50.0	VICE PRESIDENT				80.1	54.2	69.3	84.5
	EXEC. V.P.	70.0	0.0	70.0				
	VICE PRESIDENT	69.4	5.3	74.7		52.9	66.1	79.3
	CEO/PRESIDENT	66.3	11.1	77.4				
	SENIOR V.P.	65.8	30.6	96.4		54.5	66.9	79.0
	CEO/PRESIDENT				60.5			
	VICE PRESIDENT	59.7	9.0	68.7		43.1	55.0	67.0
	VICE PRESIDENT	56.3	14.0	70.3		48.9	55.5	66.6
	C.O.O.	53.2	0.0	53.2		49.7	65.2	79.4
	BOARD OF DIR.	50.0	0.0	50.0		39.4	49.3	59.2
	SENIOR V.P.				50.0	47.0	58.8	70.6
	C.O.O.	49.1	21.7	70.8				
	DIV. V.P./MGR.				37.5	32.8	40.6	48.3
	VICE PRESIDENT	35.0	60.0	95.0				
	NO IN POSITION: 17							
$ 99.9	WEIGHTED GROUP AVG:	$ 60.7	$ 15.1	$ 75.8	$ 61.6			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 22 - TOP MEAT OPERATIONS EXECUTIVE

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$49.9 TO $25.0	CEO/PRESIDENT	$ 73.5	$ 14.0	$ 87.5				
	VICE PRESIDENT	67.9	12.7	80.6		$ 49.6	$ 62.0	$ 74.4
	C.O.O.	65.1	4.9	70.0				
	VICE PRESIDENT	62.0	20.0	82.0		46.9	58.6	70.3
	VICE PRESIDENT	54.8	14.2	69.0				
	SENIOR V.P.	48.0	0.7	48.7				
	C.O.O.	47.7	5.0	52.7		43.2	50.8	58.4
	GROUP EXEC.				$ 47.0			
	VICE PRESIDENT	46.6	0.0	46.6		36.6	45.7	54.9
	C.O.O.	45.0	0.0	45.0				
	VICE PRESIDENT	41.6	5.2	46.8				
	C.O.O.				35.6			
	VICE PRESIDENT	32.1	3.5	35.6		25.1	32.4	39.6
	NO IN POSITION:	13						
$ 37.1	WEIGHTED GROUP AVG:	$ 53.1	$ 7.3	$ 60.4	$ 41.3			
$24.9 AND BELOW	VICE PRESIDENT	$ 56.9	$ 14.2	$ 71.1				
	GROUP EXEC.				$ 51.2			
	VICE PRESIDENT				47.8			
	EXEC. V.P.	45.0	2.0	47.0				
	GROUP EXEC.	45.0	0.0	45.0		$ 40.0	$ 42.5	$ 45.0
	EXEC. V.P.	40.5	7.0	47.5		35.0	40.0	50.0
	VICE PRESIDENT	40.0	4.0	44.0				
	VICE PRESIDENT				37.6			
	C.O.O.				36.5			
	CEO/PRESIDENT	36.1	5.2	41.3		36.1	38.5	41.3
	CEO/PRESIDENT	32.0	0.6	32.6				
	NO IN POSITION:	13						
$ 13.0	WEIGHTED GROUP AVG:	$ 42.2	$ 4.7	$ 46.9	$ 41.0			

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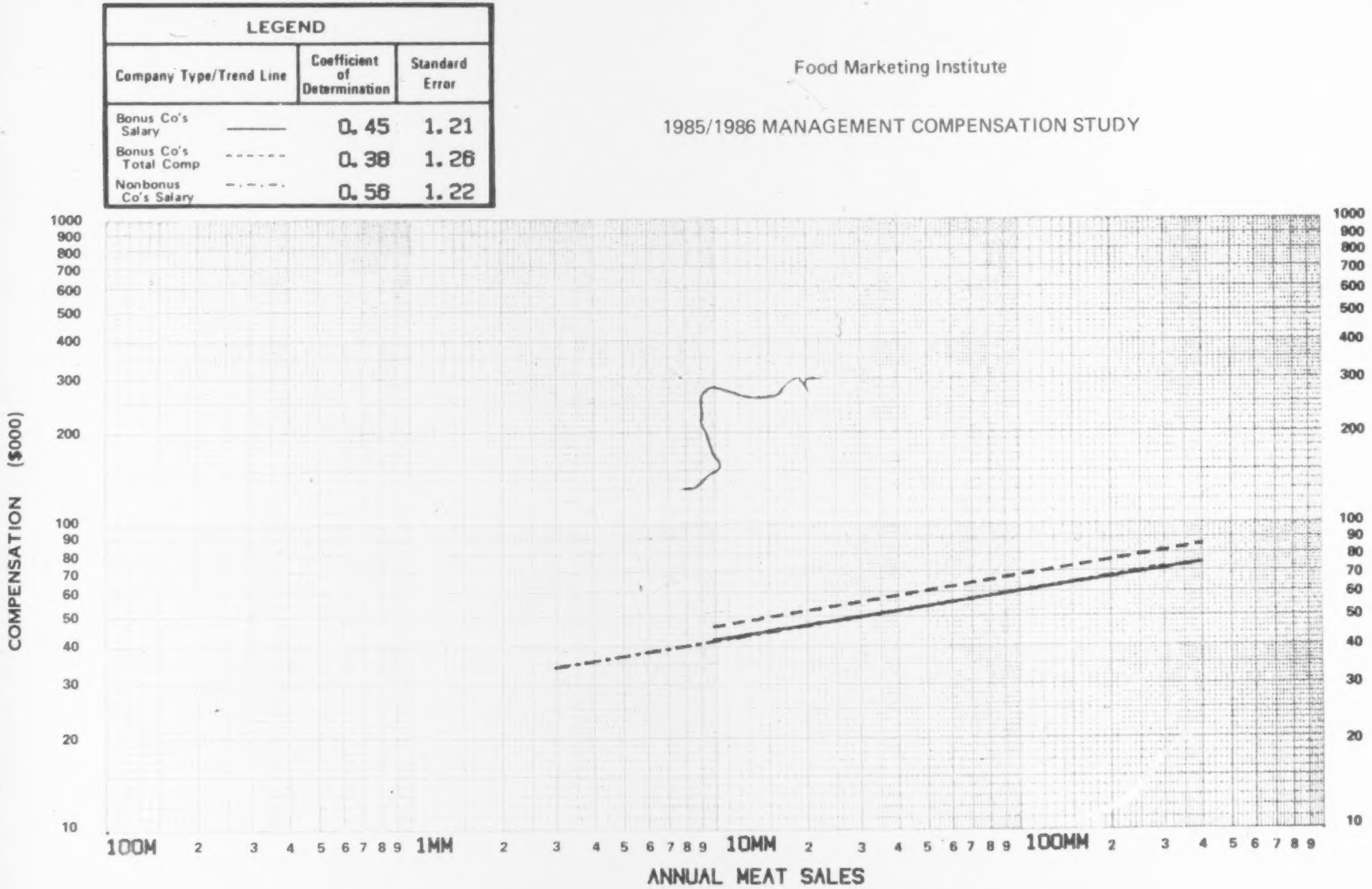
FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 22 - TOP MEAT OPERATIONS EXECUTIVE

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	VICE PRESIDENT	$198.1	$ 0.0	$198.1				
	GROUP EXEC.	102.0	55.6	157.6		$ 87.4	$109.3	$131.2
	EXEC. V.P.	92.5	12.0	104.5		48.8	65.1	81.3
	C.O.O.	87.5	11.0	98.5				
	C.O.O.	82.0	8.6	90.6				
	SENIOR V.P.	69.4	10.0	79.4		51.4	64.3	77.2
	VICE PRESIDENT	66.6	12.3	78.9		54.3	72.4	90.5
	EXEC. V.P.				$ 60.0			
	VICE PRESIDENT				60.0			
	VICE PRESIDENT	54.8	9.0	63.8		54.8	68.5	82.2
	ASST. V.P./DIR	51.3	14.6	65.9		39.6	49.5	59.4
	SENIOR V.P.	51.0	8.0	59.0				
	C.O.O.	50.2	10.0	60.2				
	GROUP EXEC.	49.7	14.2	63.9				
	CEO/PRESIDENT				48.0			
	CEO/PRESIDENT	47.0	5.0	52.0				
	VICE PRESIDENT	44.8	2.4	47.2		34.0	53.4	61.5
	CEO/PRESIDENT	28.0	42.0	70.0				
	CEO/PRESIDENT				28.0			
	NO IN POSITION: 20							
	WEIGHTED GROUP AVG:	$ 70.0	$ 13.6	$ 83.6	$ 49.0			
	NO IN POSITION: 75							
$ 153.6	POSITION AVERAGE:	$ 61.1	$ 10.9	$ 72.0	$ 49.6			

Food Marketing Institute

1985/1986 MANAGEMENT COMPENSATION STUDY



Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.45	1.21
Bonus Co's Total Comp	- - - - - -	0.38	1.26
Nonbonus Co's Salary	–·–·–·	0.56	1.22

SURVEY POSITION #22 - TOP MEAT OPERATIONS EXECUTIVE

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 23 - TOP PRODUCE OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's produce merchandising program in accordance with the firm's overall merchandising policies. Plans and develops merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted produce sales, profits and turnover. Directs and controls all produce buying and pricing. Directs and controls produce selection, promotion and advertising plans. Develops financial forecasts for produce sales and profits.

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$75.0 AND ABOVE	GROUP EXEC.				$100.0			
	GROUP EXEC.	$100.0	$ 26.3	$126.3				
	EXEC. V.P.	95.0	17.1	112.1				
	GROUP EXEC.	80.0	27.6	107.6		$ 71.8	$ 89.8	$107.7
	SENIOR V.P.	78.0	8.5	86.5		46.5	62.0	77.5
	VICE PRESIDENT	74.4	11.0	85.4		55.2	69.0	82.8
	VICE PRESIDENT	70.0	16.7	86.7		50.6	65.0	83.5
	GROUP EXEC.	58.9	0.0	58.9				
	SENIOR V.P.	53.5	8.0	61.5		43.5	53.7	64.0
	NO IN POSITION:	9						
$ 298.6	WEIGHTED GROUP AVG:	$ 76.2	$ 14.4	$ 90.6	$100.0			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 23 - TOP PRODUCE OPERATIONS EXECUTIVE

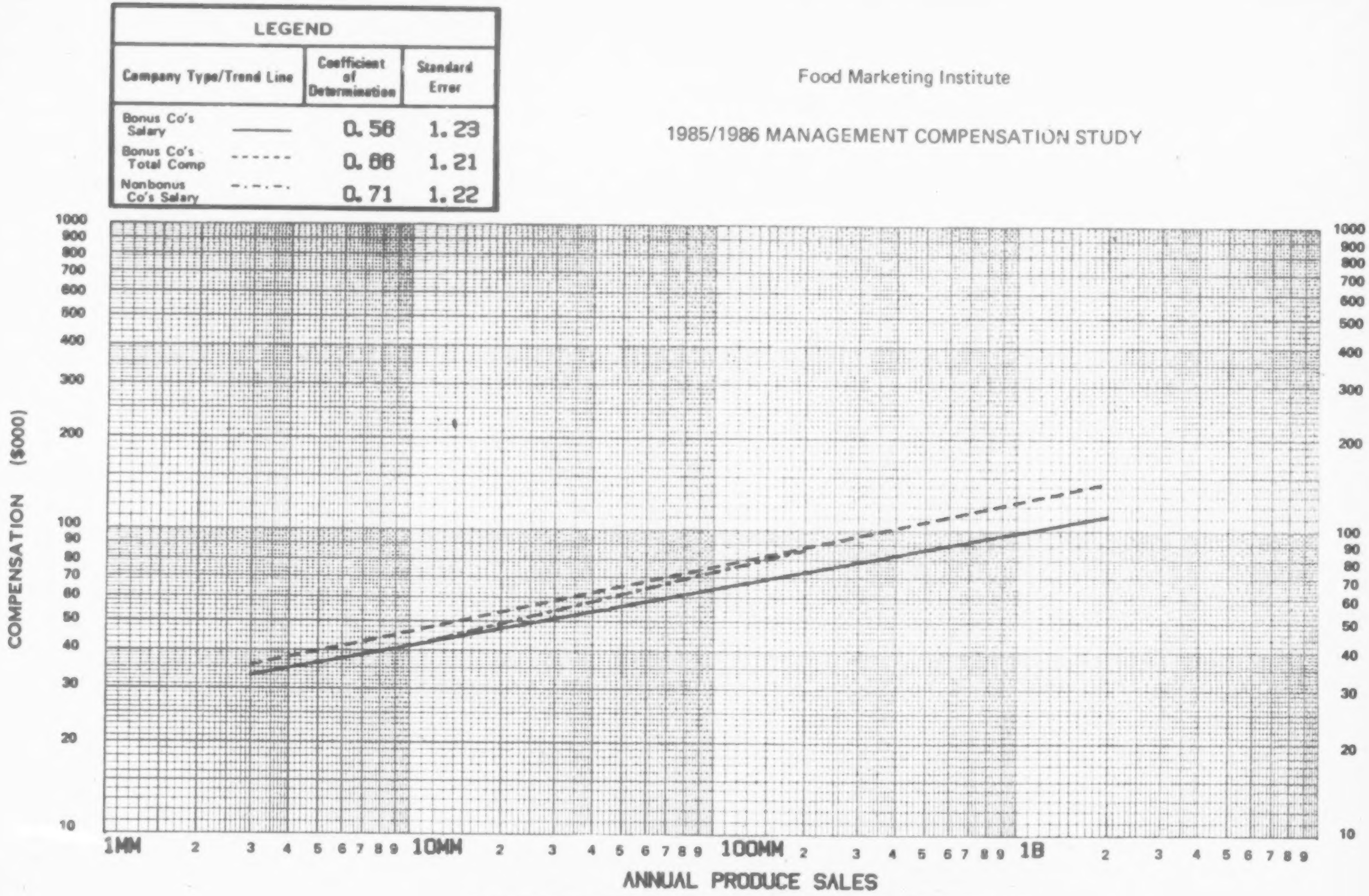
SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$74.9	EXEC. V.P.	$ 82.0	$ 8.0	$ 90.0		$ 53.6	$ 66.9	$ 80.3
TO	GROUP EXEC.				$ 77.7	59.2	74.0	88.8
$50.0	VICE PRESIDENT				68.8	48.1	61.1	74.1
	VICE PRESIDENT	65.0	7.5	72.5				
	CEO/PRESIDENT	62.4	11.0	73.4				
	VICE PRESIDENT	56.2	4.5	60.7		52.9	66.1	79.3
	SENIOR V.P.				53.5	47.0	58.8	70.6
	SENIOR V.P.	51.0	8.8	59.8		43.2	52.8	62.6
	VICE PRESIDENT				50.9	38.4	49.9	61.4
	NO IN POSITION: 9							
$ 60.5	WEIGHTED GROUP AVG:	$ 63.3	$ 8.0	$ 71.3	$ 62.7			
$49.9	VICE PRESIDENT	$ 90.0	$ 42.0	$132.0		$ 64.8	$ 81.0	$ 97.2
TO	CEO/PRESIDENT	63.8	11.2	75.0				
$25.0	VICE PRESIDENT	62.3	12.9	75.2		49.6	62.0	74.4
	SENIOR V.P.				$ 57.0			
	VICE PRESIDENT	55.0	8.0	63.0		43.1	55.0	67.0
	VICE PRESIDENT	54.8	14.2	69.0				
	C.O.O.	53.0	0.0	53.0				
	VICE PRESIDENT	47.0	0.0	47.0		39.4	49.3	59.2
	VICE PRESIDENT	45.9	0.0	45.9		32.6	40.7	48.9
	C.O.O.	41.4	18.3	59.7				
	VICE PRESIDENT	41.3	10.1	51.4		44.4	49.3	59.2
	EXEC. V.P.	38.5	0.0	38.5				
	VICE PRESIDENT	30.0	40.0	70.0				
	NO IN POSITION: 14							
$ 34.2	WEIGHTED GROUP AVG:	$ 51.1	$ 13.5	$ 64.6	$ 57.0			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 23 - TOP PRODUCE OPERATIONS EXECUTIVE

SCOPE ANNUAL PRODUCE SALES ($MIL)		BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
	REPORTS TO	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$24.9 AND BELOW	EXEC. V.P.	$ 67.5	$ 10.0	$ 77.5		$ 35.0	$ 40.0	$ 50.0
	C.O.O.	65.1	4.9	70.0				
	SENIOR V.P.	50.0	0.6	50.6				
	GROUP EXEC.				$ 47.0			
	GROUP EXEC.	46.0	0.0	46.0				
	VICE PRESIDENT	45.5	4.0	49.5				
	GROUP EXEC.				45.1			
	VICE PRESIDENT	45.0	11.2	56.2				
	C.O.O.	44.6	1.0	45.6		42.6	50.1	57.6
	C.O.O.				44.5			
	VICE PRESIDENT				42.5			
	VICE PRESIDENT	40.6	5.2	45.8				
	VICE PRESIDENT	40.0	3.9	43.9		25.1	32.4	39.6
	DIV. V.P./MGR.				36.4	32.8	40.6	48.3
	CEO/PRESIDENT	29.9	4.0	33.9		29.9	31.9	33.9
	EXEC. V.P.	29.0	1.0	30.0				
	C.O.O.				27.1			
	NO IN POSITION:	19						
$ 12.0	WEIGHTED GROUP AVG:	$ 45.7	$ 4.2	$ 49.9	$ 37.1			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 23 - TOP PRODUCE OPERATIONS EXECUTIVE

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	VICE PRESIDENT	$130.1	$ 0.0	$130.1				
	C.O.O.	90.0	12.7	102.7				
	GROUP EXEC.	85.0	55.6	140.6		$ 87.4	$109.3	$131.2
	C.O.O.	80.0	10.0	90.0				
	VICE PRESIDENT	78.8	13.2	92.0		54.8	68.5	82.2
	SENIOR V.P.	69.4	10.0	79.4		51.4	64.3	77.2
	EXEC. V.P.	67.6	9.0	76.6		44.4	59.2	74.0
	EXEC. V.P.				$ 60.0			
	C.O.O.	58.0	7.0	65.0				
	VICE PRESIDENT	55.6	9.1	64.7		47.9	63.9	79.9
	VICE PRESIDENT	55.0	3.0	58.0		34.0	53.4	61.5
	SENIOR V.P.	53.0	6.0	59.0				
	ASST. V.P./DIR	48.4	9.4	57.8		37.7	47.1	56.5
	GROUP EXEC.	47.8	9.0	56.8				
	CEO/PRESIDENT				37.5			
	VICE PRESIDENT				35.0			
	CEO/PRESIDENT	30.0	42.0	72.0				
	CEO/PRESIDENT				28.0			
	NO IN POSITION: 18							
	WEIGHTED GROUP AVG:	$ 67.8	$ 14.0	$ 81.8	$ 40.1			
	NO IN POSITION: 69							
$ 77.2	POSITION AVERAGE:	$ 59.7	$ 11.2	$ 70.9	$ 48.1			



LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.56	1.23
Bonus Co's Total Comp	------	0.86	1.21
Nonbonus Co's Salary	-.-.-.	0.71	1.22

SURVEY POSITION #23 - TOP PRODUCE OPERATIONS EXECUTIVE

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 24 - TOP GEN'L MERCH/NONFOOD OPERATIONS EXEC.

Plans and directs the corporation's or operating company's nonfood merchandising programs in accordance with the firm's overall merchandising policies. Plans and develops nonfood merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted nonfood sales, profit and turnover. Directs and controls all nonfood buying and pricing. Directs and controls nonfood product selection, promotion and advertising plans. Develops financial forecasts for nonfood sales and profits.

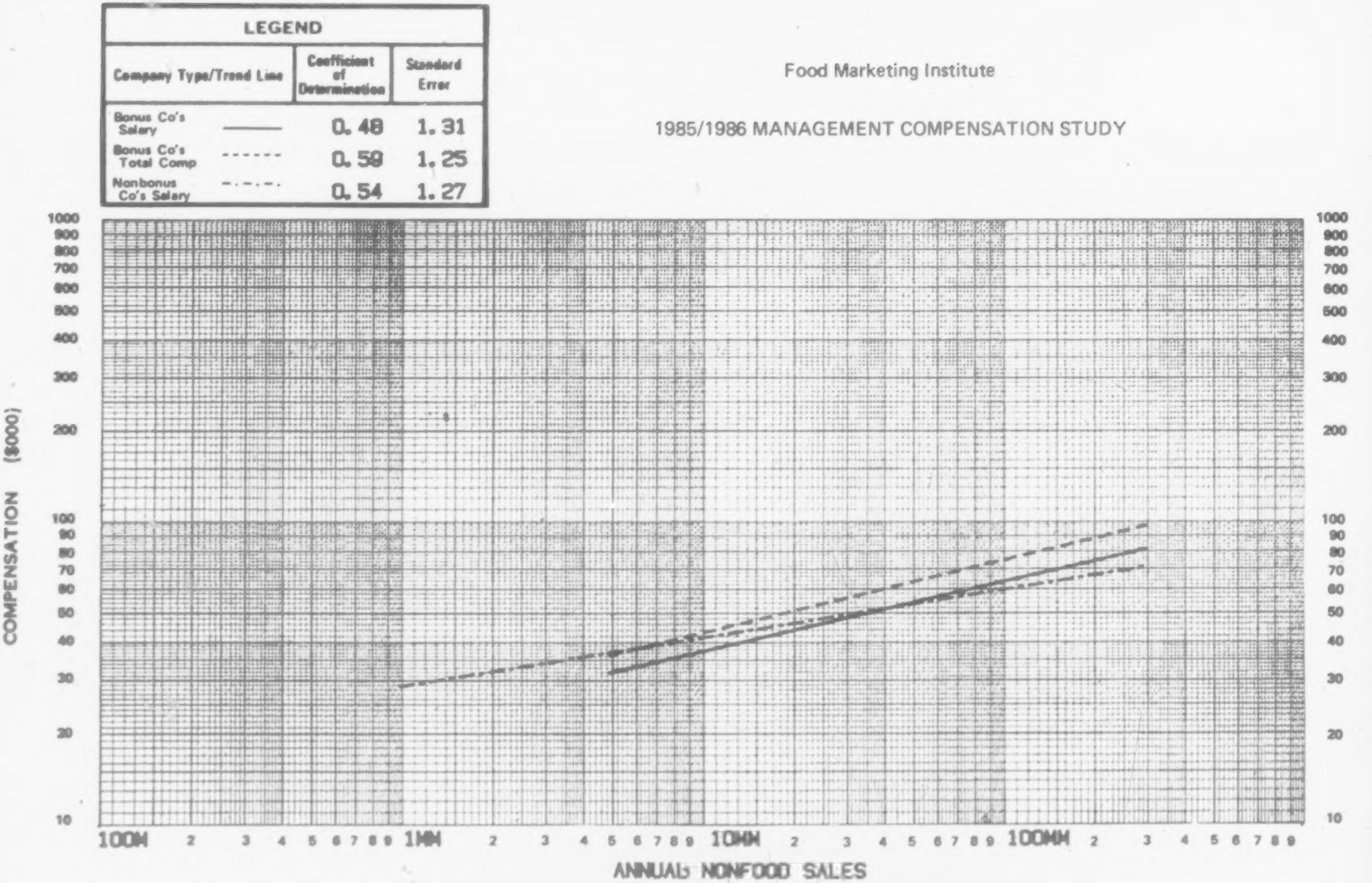
SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$150.0 AND ABOVE	SENIOR V.P.	$ 79.0	$ 16.9	$ 95.9		$ 63.0	$ 79.6	$ 95.9
	GROUP EXEC.				$ 75.0			
	GROUP EXEC.	71.0	19.0	90.0				
	SENIOR V.P.	70.0	14.3	84.3		53.4	71.2	89.0
	C.O.O.	48.0	0.0	48.0				
	NO IN POSITION: 5							
$ 400.2	WEIGHTED GROUP AVG:	$ 67.0	$ 12.6	$ 79.6	$ 75.0			
$149.9 TO $50.0	EXEC. V.P.	$105.0	$ 21.5	$126.5				
	VICE PRESIDENT				$ 90.0	$ 48.1	$ 61.1	$ 74.1
	SENIOR V.P.	90.0	0.0	90.0				
	SENIOR V.P.	90.0	12.0	102.0				
	C.O.O.	83.5	50.7	134.2				
	GROUP EXEC.				82.7	65.1	81.4	97.6
	EXEC. V.P.	70.0	0.0	70.0				
	VICE PRESIDENT	67.6	5.9	73.5		52.9	66.1	79.3
	VICE PRESIDENT				58.8	43.1	55.9	68.8
	EXEC. V.P.	53.6	5.3	58.9				
	VICE PRESIDENT	50.1	10.0	60.1		38.3	48.7	59.1
	SENIOR V.P.				44.5	39.2	48.2	56.9
	NO IN POSITION: 12							
$ 89.0	WEIGHTED GROUP AVG:	$ 76.2	$ 13.2	$ 89.4	$ 69.0			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 24 - TOP GEN'L MERCH/NONFOOD OPERATIONS EXEC.

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$49.9	VICE PRESIDENT	$ 52.2	$ 14.2	$ 66.4				
TO	SENIOR V.P.				$ 49.5	$ 47.0	$ 58.8	$ 70.6
$25.0	VICE PRESIDENT	45.0	0.0	45.0		32.6	40.7	48.9
	DIV. V.P./MGR.				44.5	37.6	46.7	55.4
	VICE PRESIDENT	40.0	9.4	49.4		37.4	46.7	56.1
	SENIOR V.P.				39.8			
	VICE PRESIDENT	35.6	4.2	39.8				
	VICE PRESIDENT	30.9	17.5	48.4				
	VICE PRESIDENT	30.0	28.0	58.0				
	NO IN POSITION: 9							
$ 34.8	WEIGHTED GROUP AVG:	$ 39.0	$ 12.2	$ 51.2	$ 44.6			
$24.9	VICE PRESIDENT	$ 46.5	$ 7.0	$ 53.5		$ 37.8	$ 47.3	$ 56.8
AND BELOW	SENIOR V.P.	45.0	8.1	53.1				
	VICE PRESIDENT				$ 42.5			
	VICE PRESIDENT	42.0	4.0	46.0				
	CEO/PRESIDENT	41.6	2.5	44.1				
	EXEC. V.P.	40.5	7.0	47.5		30.0	40.0	50.0
	VICE PRESIDENT				38.5	34.6	43.2	51.8
	GROUP EXEC.	37.5	0.0	37.5		37.5	45.5	53.5
	GROUP EXEC.				36.1			
	GROUP EXEC.				35.0			
	EXEC. V.P.				32.5			
	VICE PRESIDENT	32.4	3.1	35.5		22.9	28.2	33.5
	CEO/PRESIDENT	26.3	2.9	29.2				
	NO IN POSITION: 14							
$ 9.3	WEIGHTED GROUP AVG:	$ 39.0	$ 4.3	$ 43.3	$ 36.8			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 24 - TOP GEN'L MERCH/NONFOOD OPERATIONS EXEC.

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE	CEO/PRESIDENT	$ 85.0	$ 2.5	$ 87.5				
REPORTED	EXEC. V.P.	82.0	10.0	92.0		$ 53.7	$ 71.6	$ 89.5
	C.O.O.	80.0	7.6	87.6				
	VICE PRESIDENT	80.0	19.0	99.0		50.6	65.0	83.5
	VICE PRESIDENT	79.5	13.7	93.2		52.5	65.6	78.8
	EXEC. V.P.				$ 77.4			
	SENIOR V.P.	67.5	17.0	84.5		46.2	57.7	69.2
	VICE PRESIDENT	67.0	0.0	67.0				
	C.O.O.	65.0	10.0	75.0				
	C.O.O.	51.4	8.6	60.0				
	VICE PRESIDENT	50.0	8.1	58.1		47.9	63.9	79.9
	GROUP EXEC.	45.8	7.0	52.8				
	CEO/PRESIDENT				33.0			
	CEO/PRESIDENT	32.0	12.0	44.0				
	VICE PRESIDENT				26.0			
	CEO/PRESIDENT				26.0			
	NO IN POSITION: 16							
	WEIGHTED GROUP AVG:	$ 65.4	$ 9.7	$ 75.1	$ 40.6			
	NO IN POSITION: 56							
$ 87.8	POSITION AVERAGE:	$ 58.1	$ 10.0	$ 68.1	$ 48.2			



SURVEY POSITION #24 - TOP GEN'L MERCH/NONFOOD OPERATIONS EXEC.

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

Responsible for carrying out merchandising programs for grocery products among an assigned number of stores. Determines the type of grocery items, quality, grades and brands. Recommends retail prices on grocery items as appropriate. Coordinates the purchase of grocery products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$250.0 AND ABOVE	GROUP EXEC.	$ 52.9	$ 9.8	$ 62.7		$ 40.6	$ 49.8	$ 59.0
	REG. V.P./MGR.	51.2	22.9	74.1				
	ASST. V.P./DIR	50.0	14.0	64.0		56.0	70.0	84.0
	VICE PRESIDENT	48.0	6.5	54.5		43.8	53.1	62.5
	VICE PRESIDENT	47.3	18.4	65.7				
	DIV. V.P./MGR.				$ 46.5	34.3	44.6	54.8
	VICE PRESIDENT				39.1	26.9	33.1	39.2
	ASST. V.P./DIR				39.0	32.2	40.5	48.7
	DIV. V.P./MGR.	34.5	3.0	37.5		34.4	43.0	51.6
	VICE PRESIDENT				32.5	29.7	36.3	43.2
	NO IN POSITION: 15							
$ 438.9	WEIGHTED GROUP AVG:	$ 47.3	$ 14.8	$ 62.1	$ 39.2			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$249.9	CEO/PRESIDENT	$ 78.7	$ 14.0	$ 92.7				
TO	DIV. V.P./MGR.	54.5	5.9	60.4		$ 41.4	$ 51.8	$ 62.2
$100.0	VICE PRESIDENT	52.7	12.8	65.5				
	SENIOR V.P.	46.9	2.3	49.2				
	ASST. V.P./DIR	46.1	4.8	50.9		31.0	40.4	49.8
	EXEC. V.P.	41.8	2.4	44.2				
	VICE PRESIDENT	41.5	10.0	51.5				
	DIV. V.P./MGR.				$ 40.9	37.2	45.7	54.3
	REG. V.P./MGR.	40.5	2.7	43.2		33.5	41.8	50.2
	ASST. V.P./DIR	39.0	0.0	39.0		32.6	40.7	48.9
	SENIOR V.P.				34.6			
	MANAGER				30.4	27.6	33.3	39.0
	EXEC. V.P.				23.4			
	MANAGER	23.0	0.0	23.0				
	NO IN POSITION: 30							
$ 181.0	WEIGHTED GROUP AVG:	$ 47.4	$ 4.8	$ 52.2	$ 33.4			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

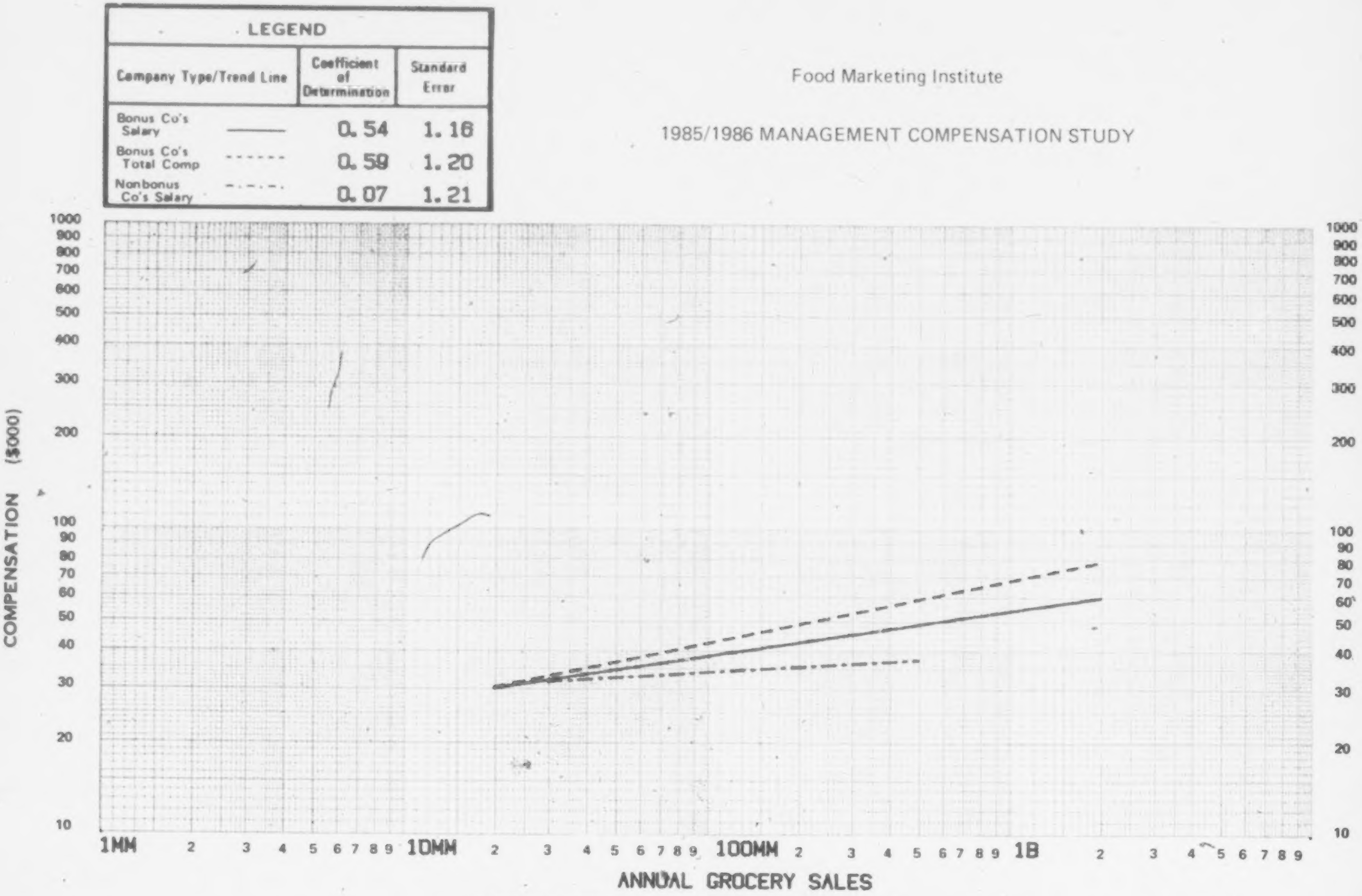
SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$99.9	ASST. V.P./DIR	$ 45.5	$ 5.0	$ 50.5				
AND BELOW	ASST. V.P./DIR				$ 40.0			
	VICE PRESIDENT	39.9	3.6	43.5		$ 34.3	$ 40.4	$ 46.4
	DIST.MANAGER				38.6			
	EXEC. V.P.	38.1	2.8	40.9		30.0	40.0	45.0
	EXEC. V.P.	37.9	5.0	42.9				
	GROUP EXEC.				35.6			
	GROUP EXEC.	35.0	0.0	35.0		35.0	38.5	42.0
	ASST. V.P./DIR	32.0	5.0	37.0		30.0	32.0	33.0
	ASST. V.P./DIR	31.3	0.4	31.7				
	MANAGER				28.0	22.7	30.3	37.9
	CEO/PRESIDENT	27.0	3.0	30.0		27.0	28.5	30.0
	MANAGER	26.2	0.0	26.2				
	CEO/PRESIDENT	13.8	0.6	14.4				
	NO IN POSITION: 129							
$ 35.9	WEIGHTED GROUP AVG:	$ 26.8	$ 0.4	$ 27.2	$ 28.6			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX
NO SCOPE REPORTED	VICE PRESIDENT	$ 70.9	$ 0.0	$ 70.9				
	VICE PRESIDENT	67.5	8.5	76.0				
	ASST. V.P./DIR	61.4	11.9	73.3		$ 46.7	$ 58.4	$ 70.1
	ASST. V.P./DIR	56.9	11.9	68.8		46.7	58.4	70.1
	ASST. V.P./DIR	55.9	11.5	67.4		46.7	58.4	70.1
	VICE PRESIDENT				$ 49.9	33.1	39.7	46.4
	GROUP EXEC.	46.3	7.0	53.3				
	C.O.O.	45.0	5.0	50.0				
	VICE PRESIDENT				36.4			
	ASST. V.P./DIR				36.0			
	GROUP EXEC.				35.0			
	MANAGER				32.4	29.6	39.5	49.4
	C.O.O.	32.0	15.0	47.0				
	EXEC. V.P.				32.0			
	ASST. V.P./DIR	29.5	0.9	30.4		19.8	26.3	30.3
	VICE PRESIDENT				25.3	24.8	31.0	37.2
	VICE PRESIDENT	25.0	2.0	27.0		23.0	25.0	27.0
	MANAGER				20.0			
	NO IN POSITION: 48							
	WEIGHTED GROUP AVG:	$ 46.2	$ 7.3	$ 53.5	$ 34.3			
	NO IN POSITION: 222							
$ 95.6	POSITION AVERAGE:	$ 35.4	$ 3.6	$ 39.0	$ 31.0			

Food Marketing Institute

1985/1986 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #25 - GROCERY MERCHANDISER

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

Responsible for carrying out merchandising programs for meat products (including deli) among an assigned number of stores. Determines the type of meat items, quality, grades and brands. Recommends retail prices on meat items as appropriate. Coordinates the purchase of meat products to ensure an appropriate assortment to achieve sales and profits objectives. Develops meat case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$75.0	VICE PRESIDENT	$ 60.6	$ 6.7	$ 67.3				
AND ABOVE	ASST. V.P./DIR	59.0	12.0	71.0		$ 51.0	$ 64.0	$ 76.0
	GROUP EXEC.	54.9	9.2	64.1		40.6	49.8	59.0
	ASST. V.P./DIR				$ 47.8	32.2	40.5	48.7
	DIV. V.P./MGR.				43.8	30.7	39.8	49.0
	DIV. V.P./MGR.	43.3	2.0	45.3		39.1	48.8	58.6
	MANAGER	28.5	0.0	28.5				
	NO IN POSITION:	10						
$ 165.6	WEIGHTED GROUP AVG:	$ 53.5	$ 6.3	$ 59.8	$ 45.8			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$74.9	VICE PRESIDENT	$ 62.7	$ 11.5	$ 74.2				
TO	VICE PRESIDENT	58.0	10.0	68.0		$ 39.8	$ 49.8	$ 59.8
$25.0	DIV. V.P./MGR.	55.0	6.7	61.7		41.4	51.8	62.2
	ASST. V.P./DIR	53.0	7.0	60.0		43.8	53.1	62.5
	ASST. V.P./DIR	43.5	4.7	48.2		31.0	40.4	49.8
	ASST. V.P./DIR				$ 43.1	35.3	40.3	46.0
	VICE PRESIDENT	42.0	11.0	53.0				
	VICE PRESIDENT				39.4	30.0	37.0	44.1
	DIV. V.P./MGR.				36.9	32.1	39.2	46.4
	REG. V.P./MGR.	36.5	2.1	38.6		30.7	38.3	46.0
	VICE PRESIDENT				34.4			
	ASST. V.P./DIR	34.3	1.6	35.9		29.7	36.3	43.2
	MANAGER				28.6	27.6	33.3	39.0
	NO IN POSITION:	43						
$ 39.1	WEIGHTED GROUP AVG:	$ 46.7	$ 5.4	$ 52.1	$ 36.8			

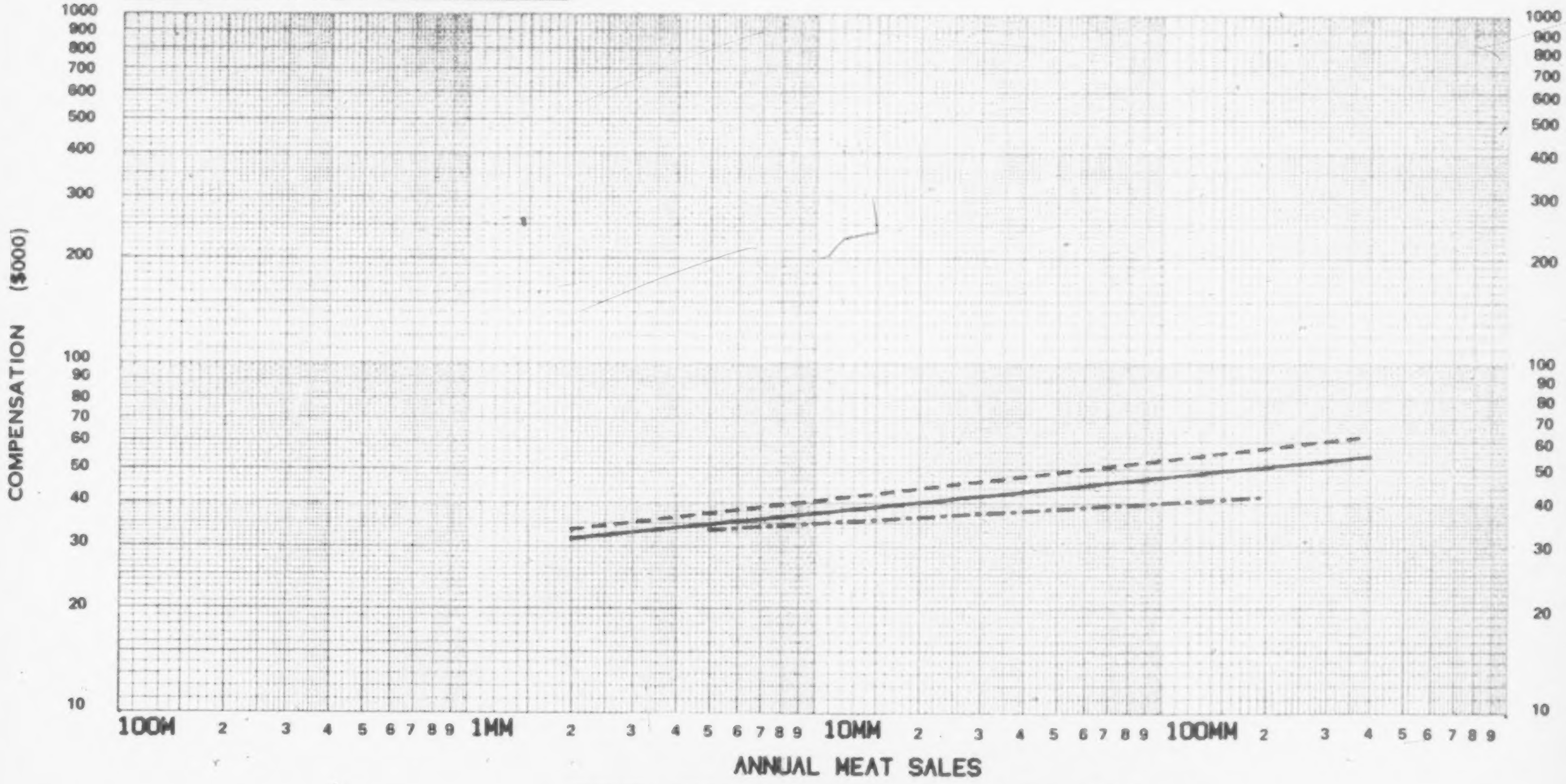
FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$24.9 AND BELOW	REG. V.P./MGR.	$ 54.5	$ 20.0	$ 74.5		$ 42.8	$ 54.8	$ 66.8
	ASST. V.P./DIR				$ 49.0			
	SENIOR V.P.	48.9	2.5	51.4				
	ASST. V.P./DIR	45.5	5.0	50.5				
	VICE PRESIDENT	43.0	0.0	43.0		31.1	41.5	51.8
	VICE PRESIDENT	40.2	3.4	43.6		34.3	40.4	46.4
	ASST. V.P./DIR	40.2	0.0	40.2		32.6	40.7	48.9
	VICE PRESIDENT				39.6	25.7	32.1	38.5
	EXEC. V.P.	37.7	1.7	39.4				
	DIST.MANAGER				37.4	30.2	37.8	45.4
	DIST.MANAGER				35.9			
	ASST. V.P./DIR	32.6	0.4	33.0				
	ASST. V.P./DIR	30.0	4.0	34.0		29.0	30.0	31.0
	EXEC. V.P.				29.9			
	MANAGER				28.1	22.7	30.3	37.9
	CEO/PRESIDENT	26.2	3.9	30.1		26.2	28.5	30.1
	MANAGER	26.1	0.0	26.1				
	NO IN POSITION: 96							
$ 13.6	WEIGHTED GROUP AVG:	$ 33.4	$ 3.6	$ 37.0	$ 31.8			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	VICE PRESIDENT	$ 75.0	$ 10.0	$ 85.0				
	ASST. V.P./DIR	60.1	11.9	72.0		$ 46.7	$ 58.4	$ 70.1
	ASST. V.P./DIR	59.4	12.1	71.5		46.7	58.4	70.1
	ASST. V.P./DIR	54.1	6.8	60.9		33.3	44.4	55.5
	ASST. V.P./DIR	53.9	9.2	63.1		46.7	58.4	70.1
	VICE PRESIDENT				$ 49.9	33.1	39.7	46.4
	VICE PRESIDENT				45.5	32.1	40.1	48.1
	GROUP EXEC.	40.6	4.4	45.0				
	C.O.O.	40.0	5.0	45.0				
	GROUP EXEC.				39.0			
	VICE PRESIDENT				35.2			
	VICE PRESIDENT				33.0			
	VICE PRESIDENT	30.0	2.0	32.0		28.0	30.0	32.0
	DIST.MANAGER	27.5	0.5	28.0		19.8	26.3	30.3
	EXEC. V.P.				24.0			
	MANAGER				20.0			
	NO IN POSITION: 49							
	WEIGHTED GROUP AVG:	$ 44.9	$ 6.3	$ 51.2	$ 35.1			
	NO IN POSITION: 198							
$ 31.1	POSITION AVERAGE:	$ 40.0	$ 4.7	$ 44.7	$ 34.4			

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.20	1.28
Bonus Co's Total Comp	- - - - - -	0.18	1.34
Nonbonus Co's Salary	—·—·—·	0.14	1.19



SURVEY POSITION #26 - MEAT MERCHANDISER

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

Responsible for carrying out merchandising programs for produce products among an assigned number of stores. Determines the type of produce items, quality, grades and brands. Recommends retail prices on produce items as appropriate. Coordinates the purchase of produce products to ensure an appropriate assortment to achieve sales and profits objectives. Develops refrigeration case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL PRODUCE SALES ($MIL)		BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
	REPORTS TO	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$25.0 AND ABOVE	VICE PRESIDENT	$ 69.2	$ 11.0	$ 80.2				
	ASST. V.P./DIR	55.0	15.0	70.0		$ 48.0	$ 60.0	$ 72.0
	ASST. V.P./DIR	54.4	7.6	62.0		43.8	53.1	62.5
	VICE PRESIDENT	51.7	9.3	61.0				
	DIV. V.P./MGR.	51.7	6.3	58.0		41.5	51.8	62.2
	GROUP EXEC.	48.5	9.7	58.2		40.6	49.8	59.0
	DIV. V.P./MGR.				$ 47.1	30.7	39.8	49.0
	ASST. V.P./DIR				42.5	35.3	40.3	46.0
	ASST. V.P./DIR				42.4	30.4	38.2	46.0
	REG. V.P./MGR.	35.8	2.2	38.0		29.4	36.8	44.1
	NO IN POSITION: 25							
$ 44.0	WEIGHTED GROUP AVG:	$ 53.1	$ 7.6	$ 60.7	$ 43.1			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$24.9	SENIOR V.P.	$ 49.2	$ 2.5	$ 51.7				
TO	ASST. V.P./DIR	45.5	5.0	50.5				
$10.0	ASST. V.P./DIR	40.1	4.7	44.8		$ 31.0	$ 40.4	$ 49.8
	VICE PRESIDENT	39.9	3.7	43.6		32.2	37.9	43.5
	VICE PRESIDENT				$ 37.5	27.9	34.2	40.7
	ASST. V.P./DIR	37.5	0.0	37.5		28.6	35.7	42.9
	VICE PRESIDENT	36.0	9.0	45.0				
	DIV. V.P./MGR.				35.1	32.1	39.2	46.4
	ASST. V.P./DIR	32.9	3.6	36.5		29.7	36.3	43.2
	EXEC. V.P.	32.0	2.0	34.0		30.0	32.0	40.0
	ASST. V.P./DIR	31.5	0.4	31.9				
	VICE PRESIDENT				27.9			
	NO IN POSITION:	28						
$ 13.6	WEIGHTED GROUP AVG:	$ 37.3	$ 3.1	$ 40.4	$ 34.9			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

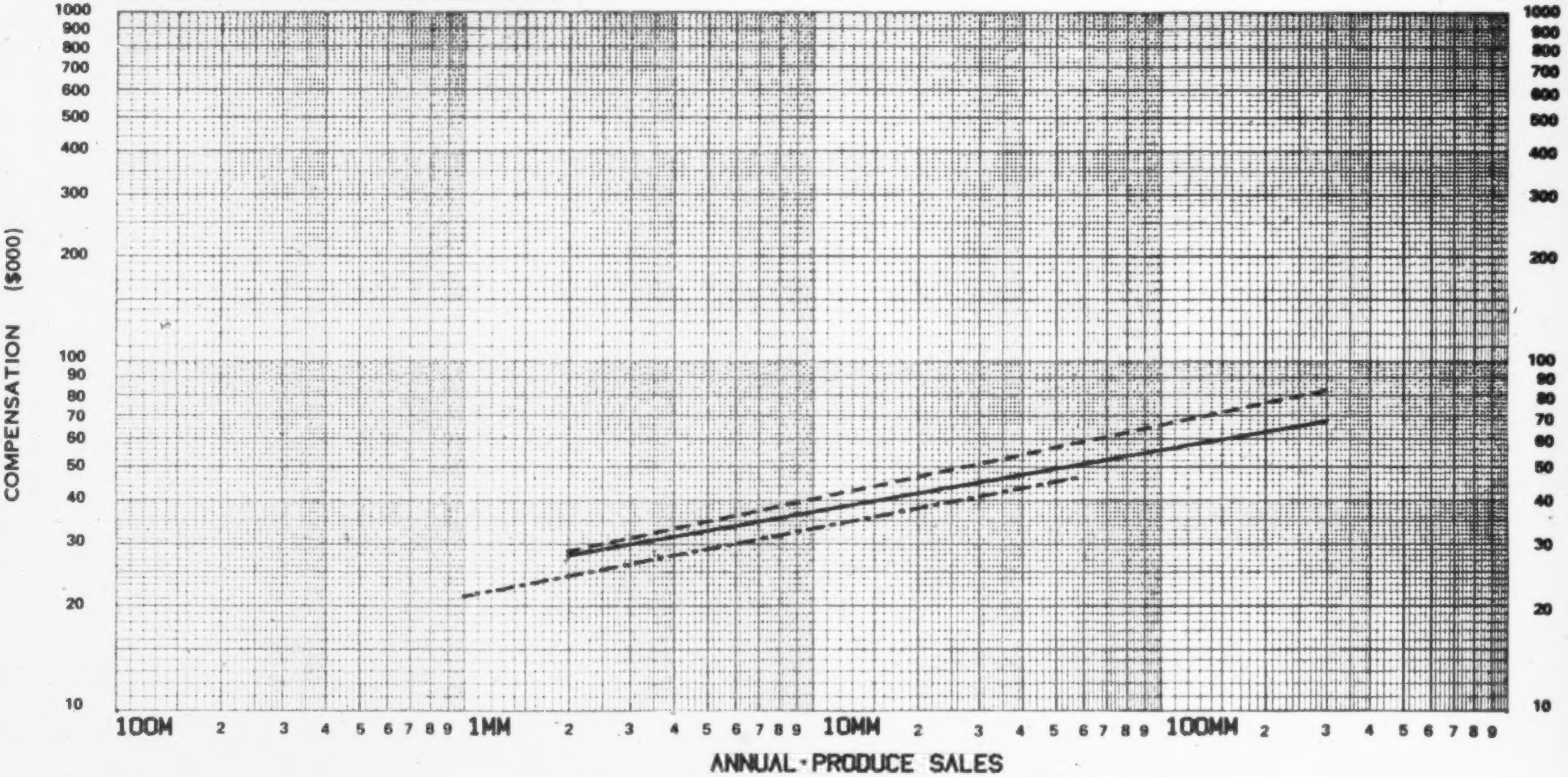
SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$9.9	REG. V.P./MGR.	$ 52.8	$ 6.0	$ 58.8		$ 42.1	$ 54.5	$ 66.8
AND BELOW	EXEC. V.P.	43.4	5.3	48.7				
	VICE PRESIDENT				$ 40.3	21.6	27.0	32.4
	VICE PRESIDENT	33.0	0.0	33.0		28.3	37.7	47.2
	CEO/PRESIDENT	32.5	3.5	36.0		32.5	35.0	36.0
	DIST.MANAGER				31.0	30.2	37.8	45.4
	MANAGER				30.8	27.6	33.3	39.0
	ASST. V.P./DIR	30.0	4.0	34.0		29.0	30.0	31.0
	GROUP EXEC.	30.0	0.0	30.0		30.0	33.3	36.5
	ASST. V.P./DIR				30.0			
	MANAGER				28.8	21.6	28.8	36.0
	DIST.MANAGER				25.3			
	MANAGER	24.3	0.0	24.3				
	VICE PRESIDENT				23.9			
	DIST.MANAGER	23.0	1.4	24.4				
	NO IN POSITION: 77							
$ 5.3	WEIGHTED GROUP AVG:	$ 30.4	$ 1.5	$ 31.9	$ 29.7			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
NO SCOPE	ASST. V.P./DIR	$ 60.7	$ 9.5	$ 70.2		$ 46.7	$ 58.4	$ 70.1
REPORTED	ASST. V.P./DIR	59.3	12.7	72.0		46.7	58.4	70.1
	ASST. V.P./DIR	52.8	10.7	63.5		46.7	58.4	70.1
	VICE PRESIDENT				$ 49.9	33.1	39.7	46.4
	VICE PRESIDENT	47.5	5.0	52.5				
	VICE PRESIDENT	41.6	0.0	41.6				
	GROUP EXEC.	40.1	4.6	44.7				
	C.O.O.	40.0	5.0	45.0				
	VICE PRESIDENT				37.1	29.0	36.2	43.4
	ASST. V.P./DIR				36.0			
	ASST. V.P./DIR				35.5	29.6	39.5	49.4
	GROUP EXEC.				30.0			
		26.0	14.0	40.0				
	DIST.MANAGER	25.6	0.5	26.1		19.8	26.3	30.3
	VICE PRESIDENT				25.5			
	VICE PRESIDENT	25.0	1.0	26.0				
	EXEC. V.P.				24.0			
	MANAGER				20.0			
	NO IN POSITION: 48							
	WEIGHTED GROUP AVG:	$ 44.0	$ 6.9	$ 50.9	$ 33.8			
	NO IN POSITION: 178							
$ 14.5	POSITION AVERAGE:	$ 38.6	$ 4.2	$ 42.8	$ 33.3			

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.51	1.22
Bonus Co's Total Comp	------	0.55	1.25
Nonbonus Co's Salary	-·-·-·	0.71	1.13



SURVEY POSITION #27 - PRODUCE MERCHANDISER

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 28 - FROZEN FOODS MERCHANDISER

Responsible for developing and carrying out merchandising programs for frozen food products among an assigned number of stores. Determines the type of frozen food items, quality, grades and brands. Recommends retail prices on frozen food items as appropriate. Coordinates the purchase of frozen food products to ensure an appropriate assortment to achieve sales and profits objectives. Develops refrigeration case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNL FROZEN FOOD SLS ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$25.0 AND ABOVE	ASST. V.P./DIR	$ 38.2	$ 0.0	$ 38.2		$ 28.6	$ 35.7	$ 42.9
	VICE PRESIDENT	37.7	3.2	40.9		32.2	37.9	43.5
	DIV. V.P./MGR.				$ 36.7	30.7	39.8	49.0
	VICE PRESIDENT	31.5	25.0	56.5				
	MANAGER	22.9	0.0	22.9				
	NO IN POSITION: 6							
$ 46.9	WEIGHTED GROUP AVG:	$ 30.6	$ 5.7	$ 36.3	$ 36.7			
$24.9 AND BELOW	SENIOR V.P.	$ 51.2	$ 2.6	$ 53.8				
	VICE PRESIDENT	47.0	16.0	63.0		$ 39.8	$ 49.8	$ 59.8
	ASST. V.P./DIR	45.5	5.0	50.5				
	VICE PRESIDENT	36.8	5.1	41.9				
	GROUP EXEC.	36.4	2.2	38.6				
	ASST. V.P./DIR				$ 31.0			
	NO IN POSITION: 6							
$ 11.2	WEIGHTED GROUP AVG:	$ 43.4	$ 6.2	$ 49.6	$ 31.0			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 28 - FROZEN FOODS MERCHANDISER

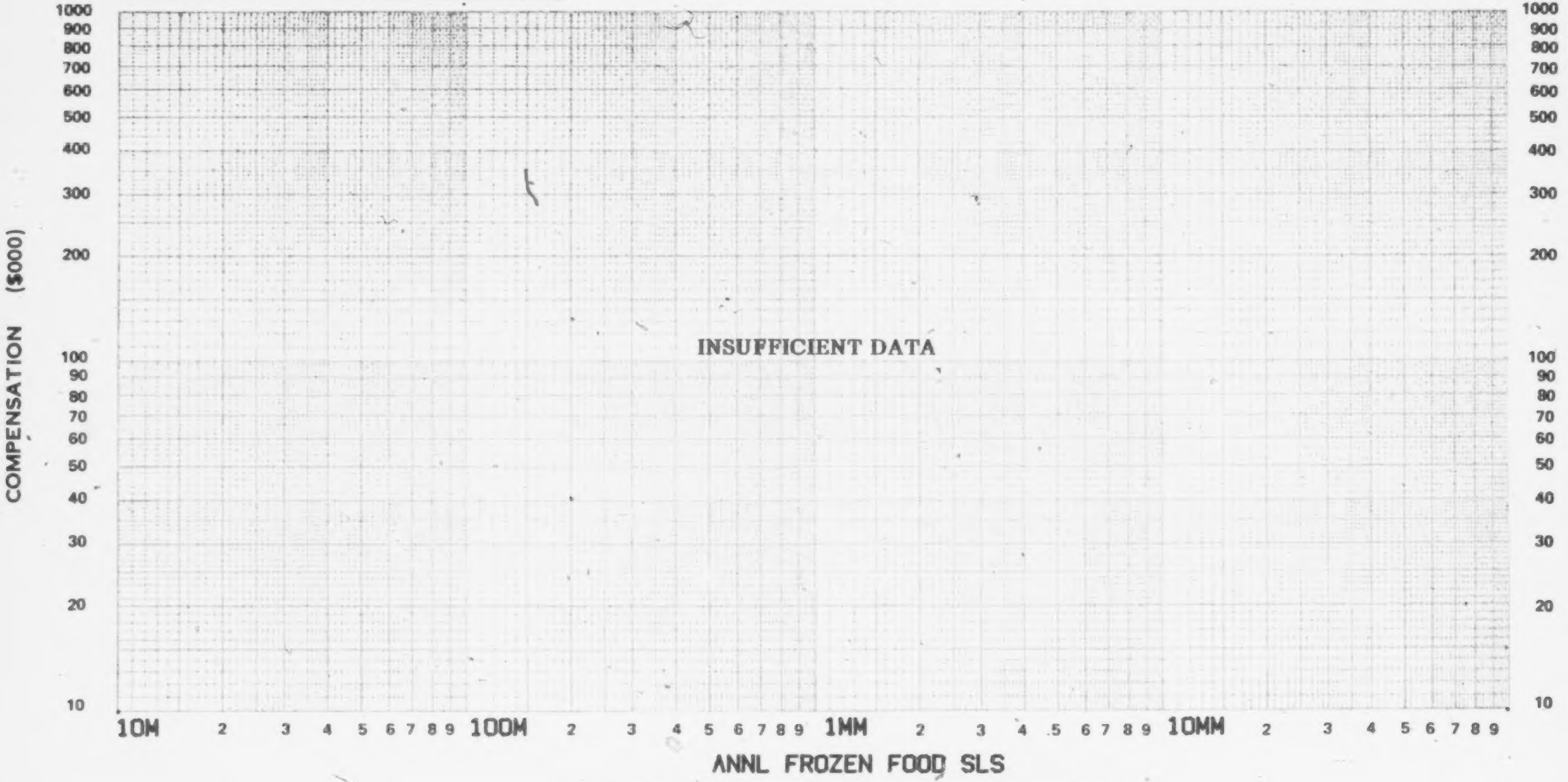
SCOPE ANNL FROZEN FOOD SLS ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	VICE PRESIDENT	$ 61.4	$ 0.0	$ 61.4				
	VICE PRESIDENT	52.7	14.2	66.9				
	ASST. V.P./DIR	39.0	7.0	46.0		$ 28.7	$ 41.3	$ 53.9
	MANAGER				$ 30.3	22.7	30.3	37.9
	C.O.O.	25.0	5.0	30.0				
	MANAGER				20.0			
	NO IN POSITION: 11							
	WEIGHTED GROUP AVG:	$ 44.5	$ 6.6	$ 51.1	$ 21.5			
	NO IN POSITION: 23							
$ 29.0	POSITION AVERAGE:	$ 39.2	$ 6.1	$ 45.3	$ 24.2			

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———		
Bonus Co's Total Comp	------		
Nonbonus Co's Salary	-.-.-.		

Food Marketing Institute

1985/1986 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #28 - FROZEN FOODS MERCHANDISER

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 29 - DAIRY MERCHANDISER

Responsible for developing and carrying out merchandising programs for dairy products among an assigned number of stores. Determines the type of dairy items, quality, grades and brands. Recommends retail prices on dairy items as appropriate. Coordinates the purchase of dairy products to ensure an appropriate assortment to achieve sales and profits objectives. Develops refrigeration case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL DAIRY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$65.0	ASST. V.P./DIR				$ 49.1	$ 36.7	$ 45.0	$ 53.2
AND ABOVE	GROUP EXEC.	$ 48.1	$ 9.5	$ 57.6		40.6	49.8	59.0
	VICE PRESIDENT	30.0	33.0	63.0				
	DIV. V.P./MGR.	29.7	5.0	34.7		34.4	43.0	51.6
	MANAGER	20.0	0.0	20.0				
	NO IN POSITION: 5							
$ 129.6	WEIGHTED GROUP AVG:	$ 32.0	$ 11.8	$ 43.8	$ 49.1			
$64.9	VICE PRESIDENT				$ 56.0	$ 38.4	$ 49.9	$ 61.4
AND BELOW	DIV. V.P./MGR.	$ 53.0	$ 4.0	$ 57.0		41.5	51.8	62.2
	VICE PRESIDENT	47.0	16.0	63.0		39.8	49.8	59.8
	ASST. V.P./DIR	43.0	0.0	43.0		32.6	40.7	48.9
	SENIOR V.P.				34.0			
	ASST. V.P./DIR				31.5			
	VICE PRESIDENT				31.5	25.9	31.7	37.6
	MANAGER				26.6	22.7	30.3	37.9
	MANAGER	23.1	0.0	23.1				
	NO IN POSITION: 28							
$ 33.9	WEIGHTED GROUP AVG:	$ 40.0	$ 2.9	$ 42.9	$ 30.6			

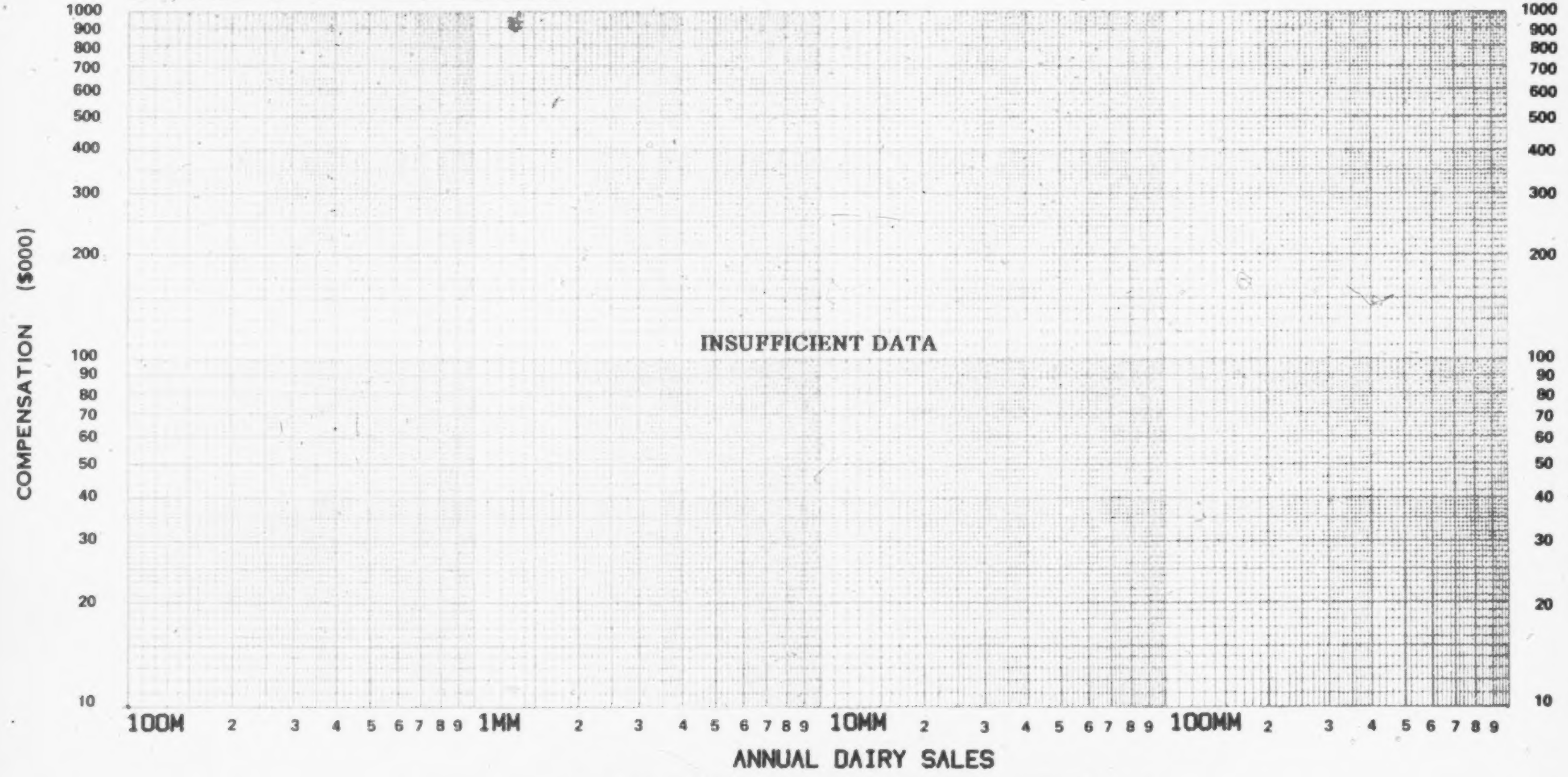
FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 29 - DAIRY MERCHANDISER

SCOPE ANNUAL DAIRY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	VICE PRESIDENT	$ 61.6	$ 0.0	$ 61.6				
	VICE PRESIDENT	52.2	14.2	66.4				
	VICE PRESIDENT				$ 49.9	$ 33.1	$ 39.7	$ 46.4
	VICE PRESIDENT	45.8	10.9	56.7		37.8	49.1	60.4
	MANAGER				20.0			
	NO IN POSITION:	15						
	WEIGHTED GROUP AVG:	$ 53.2	$ 8.4	$ 61.6	$ 35.0			
	NO IN POSITION:	48						
$ 48.4	POSITION AVERAGE:	$ 40.3	$ 5.3	$ 45.6	$ 33.3			

Food Marketing Institute

1985/1986 MANAGEMENT COMPENSATION STUDY

LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ——		
Bonus Co's Total Comp ------		
Nonbonus Co's Salary -.-.-.		



SURVEY POSITION #29 - DAIRY MERCHANDISER

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 30 - NONFOOD MERCHANDISER

Responsible for developing and carrying out merchandising programs for nonfood products among an assigned number of stores. Determines the type of nonfood items, quality, grades and brands. Recommends retail prices on nonfood items as appropriate. Coordinates the purchase of nonfood products to ensure an appropriate assortment to achieve sales and profits objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$20.0	VICE PRESIDENT	$ 70.0	$ 13.9	$ 83.9				
AND ABOVE	DIV. V.P./MGR.	54.6	6.1	60.7		$ 41.5	$ 51.8	$ 62.2
	GROUP EXEC.	48.1	8.6	56.7		40.6	49.8	59.0
	DIV. V.P./MGR.				$ 46.1	30.7	39.8	49.0
	ASST. V.P./DIR	44.5	7.0	51.5		35.7	42.7	49.8
	GROUP EXEC.				41.8	37.2	45.7	54.3
	ASST. V.P./DIR	40.3	4.0	44.3		31.0	40.4	49.8
	VICE PRESIDENT	40.0	11.0	51.0				
	REG. V.P./MGR.	37.5	2.3	39.8		29.4	36.8	44.1
	ASST. V.P./DIR	34.6	0.0	34.6		25.6	32.0	38.4
	DIV. V.P./MGR.	32.4	1.0	33.4		34.4	43.0	51.6
	VICE PRESIDENT				31.4	25.9	31.7	37.6
	NO IN POSITION:	25						
$ 55.7	WEIGHTED GROUP AVG:	$ 51.0	$ 6.9	$ 57.9	$ 37.7			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 30 - NONFOOD MERCHANDISER

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$19.9	SENIOR V.P.	$ 49.4	$ 2.5	$ 51.9				
AND BELOW	ASST. V.P./DIR	45.5	5.0	50.5				
	REG. V.P./MGR.	44.9	14.8	59.7		$ 37.7	$ 46.7	$ 55.6
	VICE PRESIDENT	35.9	4.1	40.0		30.0	35.3	40.6
	VICE PRESIDENT				$ 33.0	24.6	30.7	36.8
	GROUP EXEC.	31.0	0.0	31.0		27.0	29.0	31.0
	DIST.MANAGER				29.9	27.6	34.5	41.4
	EXEC. V.P.	29.9	1.9	31.8				
	MANAGER				28.2	22.7	30.3	37.9
	ASST. V.P./DIR				27.9			
	MANAGER				27.7			
	VICE PRESIDENT				27.3	19.4	24.3	29.2
	MANAGER	26.4	0.6	27.0		21.3	26.8	32.2
	GROUP EXEC.	10.3	0.3	10.6				
	NO IN POSITION:	87						
$ 6.7	WEIGHTED GROUP AVG:	$ 28.9	$ 2.3	$ 31.2	$ 28.5			

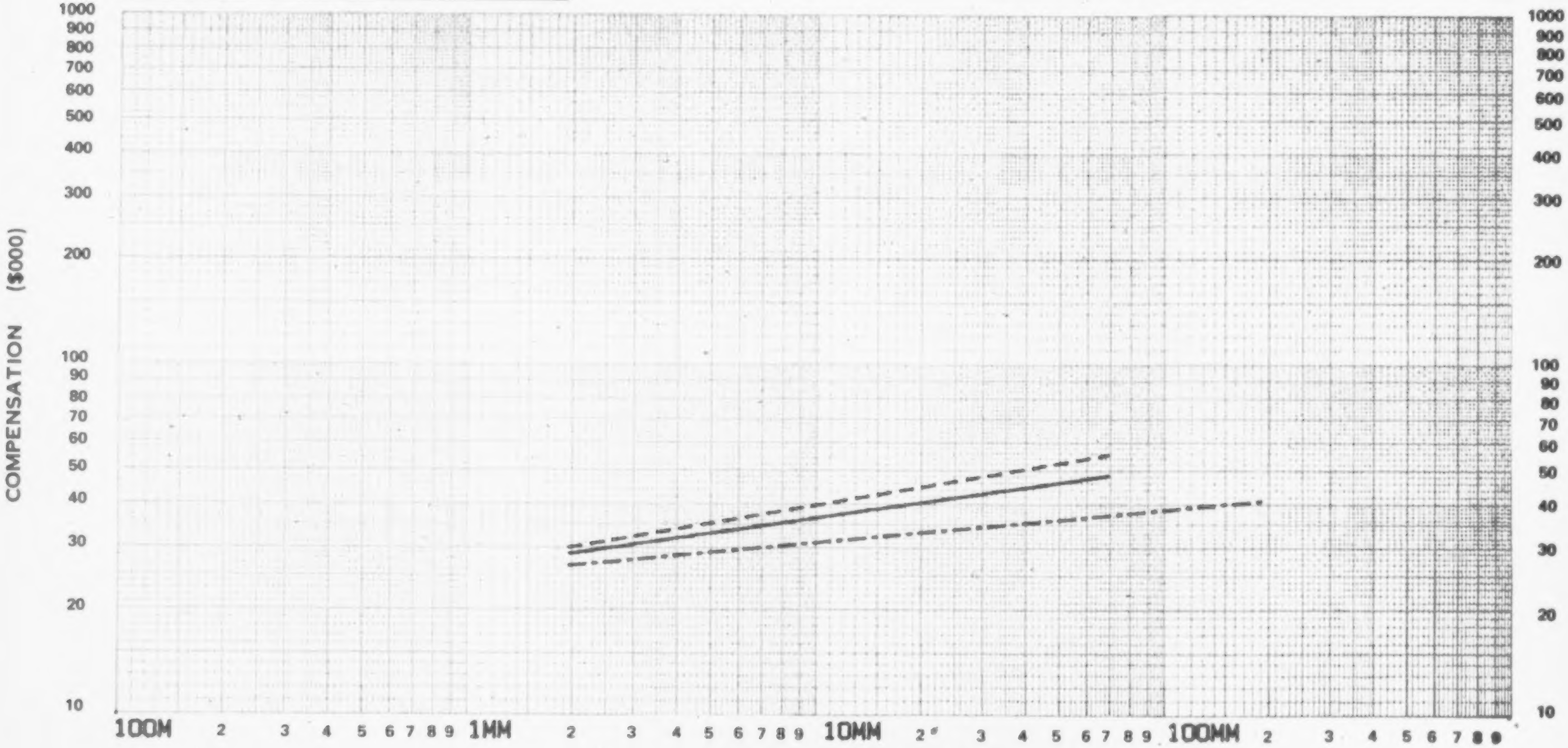
FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 30 - NONFOOD MERCHANDISER

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
NO SCOPE REPORTED	ASST. V.P./DIR	$ 62.6	$ 13.8	$ 76.4		$ 46.7	$ 58.8	$ 70.5
	VICE PRESIDENT	57.0	14.0	71.0		37.8	49.1	60.4
	ASST. V.P./DIR	51.8	10.1	61.9		46.7	58.8	70.5
	ASST. V.P./DIR	51.5	12.0	63.5		46.7	58.4	70.1
	VICE PRESIDENT	49.2	0.0	49.2				
	C.O.O.	40.0	5.0	45.0				
	VICE PRESIDENT				$ 39.1	30.4	38.0	45.6
	ASST. V.P./DIR				34.8			
	ASST. V.P./DIR	34.3	7.0	41.3		26.0	37.5	49.0
	ASST. V.P./DIR				32.2	29.6	39.5	49.4
	ASST. V.P./DIR				30.2	29.7	36.3	43.2
		25.0	7.0	32.0				
	ASST. V.P./DIR				20.2	16.2	20.3	23.3
	NO IN POSITION: 32							
	WEIGHTED GROUP AVG:	$ 47.4	$ 9.0	$ 56.4	$ 25.9			
	NO IN POSITION: 144							
$ 17.7	POSITION AVERAGE:	$ 36.6	$ 4.4	$ 41.0	$ 28.5			

Food Marketing Institute

1985/1986 MANAGEMENT COMPENSATION STUDY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.32	1.24
Bonus Co's Total Comp	------	0.30	1.31
Nonbonus Co's Salary	-.-.-.	0.44	1.16



SURVEY POSITION #30 - NONFOOD MERCHANDISER

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - GROCERY BUYER

Responsible for procurement and buying activities of assigned grocery products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$50.0 AND ABOVE	SENIOR V.P.	$ 46.9	$ 2.4	$ 49.3				
	DIV. V.P./MGR.	45.0	7.0	52.0		$ 36.6	$ 45.2	$ 53.8
	VICE PRESIDENT	43.1	3.4	46.5		33.7	39.6	45.6
	VICE PRESIDENT	43.0	9.0	52.0		33.3	41.5	49.9
	ASST. V.P./DIR				$ 42.5	35.3	40.3	46.0
	MANAGER				40.6	32.4	40.5	48.7
	ASST. V.P./DIR				37.4	30.2	37.1	43.9
	DIV. V.P./MGR.	37.1	3.5	40.6		21.1	40.3	58.6
	MANAGER	35.3	0.0	35.3		31.8	39.1	45.4
	MANAGER				35.1	32.1	39.2	46.4
	VICE PRESIDENT				34.2			
	VICE PRESIDENT	33.8	1.8	35.6		28.9	36.1	43.3
	MANAGER				32.7	27.6	33.3	39.0
	GROUP EXEC.				32.5			
	VICE PRESIDENT				31.7			
	MANAGER				30.5	25.7	32.1	38.5
	MANAGER				27.3			
	MANAGER	25.2	5.5	30.7				
	NO IN POSITION: 65							
$ 113.7	WEIGHTED GROUP AVG:	$ 36.6	$ 3.7	$ 40.3	$ 34.9			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - GROCERY BUYER

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$49.9	MANAGER				$ 34.8	$ 30.2	$ 37.8	$ 45.4
AND BELOW	VICE PRESIDENT				34.1			
	ASST. V.P./DIR	$ 32.5	$ 0.5	$ 33.0				
	GROUP EXEC.	31.6	0.9	32.5		23.8	31.7	39.7
	ASST. V.P./DIR				30.5			
	MANAGER				30.1	23.2	28.5	33.8
	MANAGER				28.3	18.5	27.5	36.5
	ASST. V.P./DIR	27.3	2.3	29.6		25.7	28.9	33.0
	MANAGER	27.2	1.6	28.8				
	MANAGER	26.5	0.0	26.5		18.0	26.0	34.0
	MANAGER				25.1			
	EXEC. V.P.				22.4	17.6	22.2	26.8
	GROUP EXEC.	20.3	1.3	21.6				
	NO IN POSITION: 149							
$ 24.5	WEIGHTED GROUP AVG:	$ 28.9	$ 1.0	$ 29.9	$ 28.1			

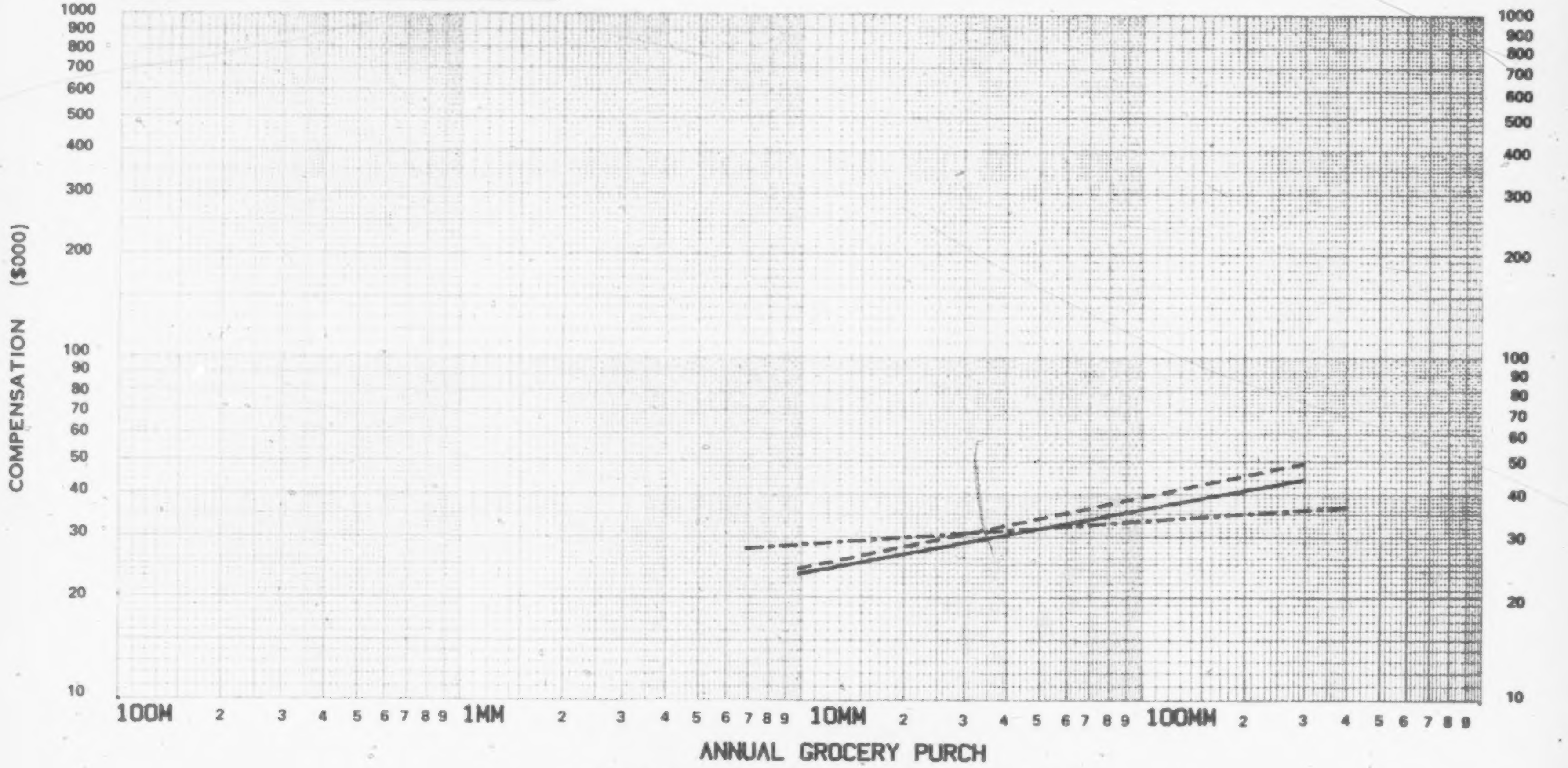
FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - GROCERY BUYER

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE	VICE PRESIDENT	$ 68.3	$ 0.0	$ 68.3				
REPORTED	GROUP EXEC.				$ 64.5			
	REG. V.P./MGR.	48.9	35.1	84.0		$ 41.3	$ 48.9	$ 56.4
	ASST. V.P./DIR				43.0			
	MANAGER				42.9	31.6	39.5	47.4
	MANAGER				40.4	31.6	39.5	47.4
	ASST. V.P./DIR				39.6	26.7	36.7	46.7
	VICE PRESIDENT	39.4	5.4	44.8				
	MANAGER				39.2	31.6	39.5	47.4
	ASST. V.P./DIR				38.3	33.1	39.7	46.4
	DIV. V.P./MGR.				37.6	26.3	32.9	39.4
	VICE PRESIDENT				37.5			
	GROUP EXEC.	37.5	2.5	40.0				
	ASST. V.P./DIR				37.3	29.0	36.2	43.4
	MANAGER	35.8	7.0	42.8				
	MANAGER				35.1	29.6	39.5	49.4
	VICE PRESIDENT				34.4	27.9	34.3	40.7
	ASST. V.P./DIR	30.9	6.6	37.5		28.0	35.1	42.1
	GROUP EXEC.				29.0			
	VICE PRESIDENT				28.1			
	VICE PRESIDENT	28.0	0.9	28.9		23.4	28.6	33.0
	EXEC. V.P.				28.0			
	ASST. V.P./DIR	27.1	6.3	33.4		20.4	29.2	38.0
	ASST. V.P./DIR	26.8	2.5	29.3		19.0	29.3	39.6
	VICE PRESIDENT	25.0	2.0	27.0		23.0	25.0	27.0
	EXEC. V.P.				20.8			
	VICE PRESIDENT				17.4			
	NO IN POSITION: 133							
	WEIGHTED GROUP AVG:	$ 41.1	$ 5.7	$ 46.8	$ 37.3			

	NO IN POSITION: 347							
$ 51.6	POSITION AVERAGE:	$ 36.0	$ 3.7	$ 39.7	$ 32.5			

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.38	1.23
Bonus Co's Total Comp	------	0.41	1.24
Nonbonus Co's Salary	-.-.-.-	0.24	1.16



SURVEY POSITION #31 - GROCERY BUYER

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 32 - MEAT BUYER

Responsible for procurement and buying activities of assigned meat products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$75.0 AND ABOVE	GROUP EXEC.	$ 57.0	$ 9.8	$ 66.8		$ 43.5	$ 53.7	$ 64.0
	MANAGER				$ 47.1	32.4	40.5	48.7
	DIV. V.P./MGR.	46.8	7.4	54.2		36.6	45.2	53.8
	ASST. V.P./DIR				41.0	35.3	40.3	46.0
	VICE PRESIDENT				40.0			
	ASST. V.P./DIR				38.8	32.4	39.7	47.0
	MANAGER	32.5	12.0	44.5				
	NO IN POSITION: 10							
$ 130.2	WEIGHTED GROUP AVG:	$ 45.8	$ 9.1	$ 54.9	$ 41.3			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 32 - MEAT BUYER

SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$74.9 TO $25.0	ASST. V.P./DIR				$ 46.5	$ 33.3	$ 40.8	$ 48.3
	VICE PRESIDENT				40.9			
	ASST. V.P./DIR				39.4	27.6	34.5	41.4
	VICE PRESIDENT	$ 37.8	$ 2.1	$ 39.9		32.6	40.8	48.9
	ASST. V.P./DIR	35.9	0.0	35.9		31.8	39.1	45.4
	MANAGER				33.9	27.6	33.3	39.0
	DIV. V.P./MGR.	33.5	3.0	36.5		23.9	29.9	35.9
	ASST. V.P./DIR	31.1	3.6	34.7		29.5	34.4	40.3
	MANAGER	30.5	0.0	30.5		28.4	30.5	32.6
	MANAGER				26.9			
	ASST. V.P./DIR	22.5	1.5	24.0				
	NO IN POSITION: 36							
$ 37.1	WEIGHTED GROUP AVG:	$ 32.7	$ 1.8	$ 34.5	$ 30.1			
$24.9 AND BELOW	VICE PRESIDENT				$ 39.2	$ 30.2	$ 37.8	$ 45.4
	MANAGER				33.5	25.7	32.1	38.5
	ASST. V.P./DIR				31.2			
	MANAGER				28.9			
	MANAGER				27.6	23.3	29.9	36.5
	MANAGER				25.0	23.2	28.5	33.8
	NO IN POSITION: 22							
$ 14.6	WEIGHTED GROUP AVG:				$ 29.5			

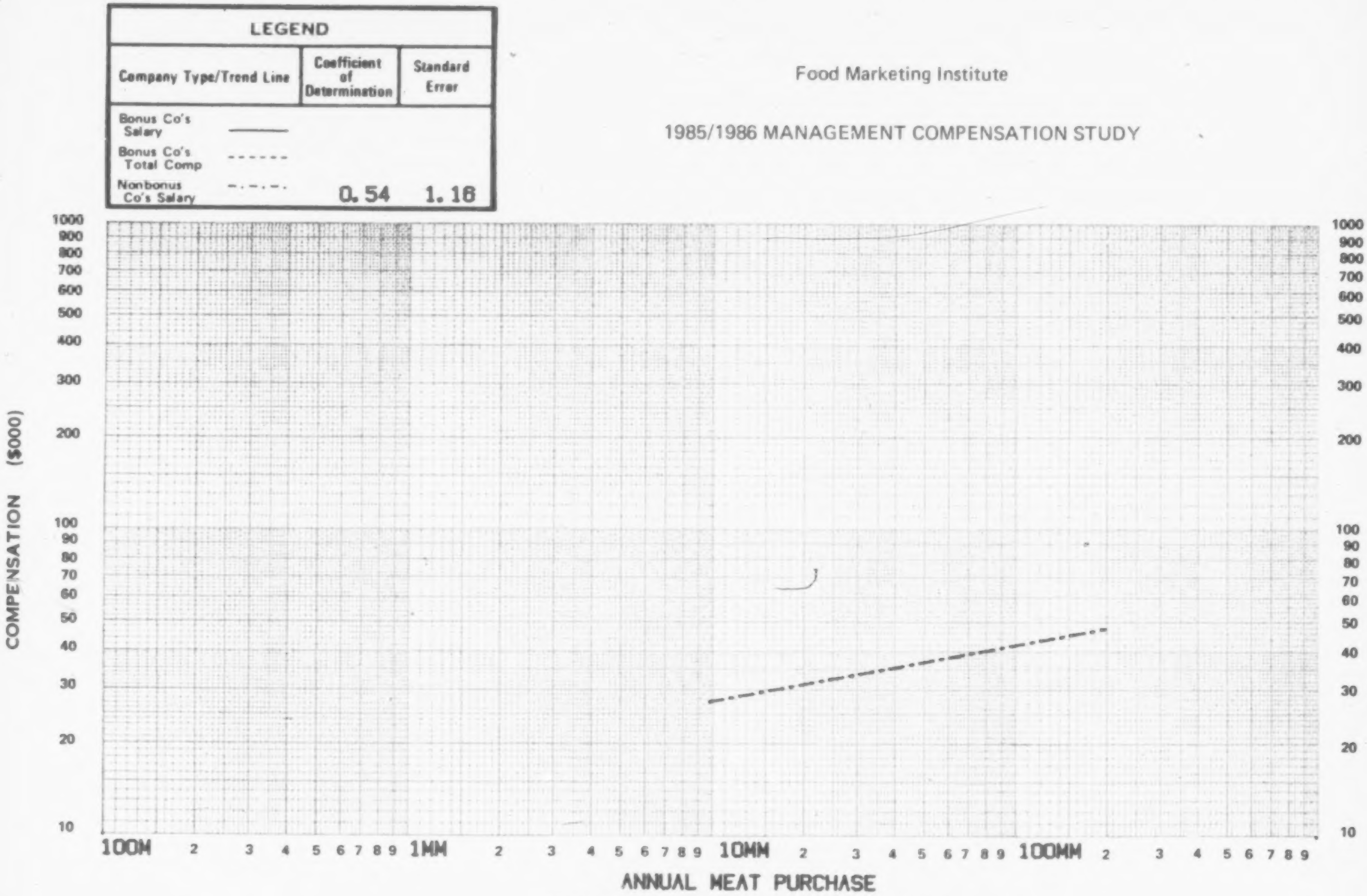
FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 32 - MEAT BUYER

SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE	VICE PRESIDENT	$ 67.2	$ 0.0	$ 67.2				
REPORTED	VICE PRESIDENT				$ 61.6			
	ASST. V.P./DIR				47.8	$ 33.1	$ 39.7	$ 46.4
	GROUP EXEC.				47.3			
	VICE PRESIDENT	44.2	6.3	50.5				
	REG. V.P./MGR.	43.2	3.0	46.2		26.2	39.0	51.7
	MANAGER	43.2	3.0	46.2		31.6	39.5	47.4
	ASST. V.P./DIR				42.5	29.6	39.5	49.4
	MANAGER	42.4	5.3	47.7		31.6	39.5	47.4
	MANAGER	41.5	7.0	48.5		31.6	39.5	47.4
	ASST. V.P./DIR				41.0			
	ASST. V.P./DIR	40.8	8.0	48.8		26.0	37.5	49.0
	VICE PRESIDENT				40.4	30.0	37.0	44.0
	VICE PRESIDENT				40.0			
	ASST. V.P./DIR				37.7	26.7	36.7	46.7
	DIV. V.P./MGR.				37.2	26.3	32.9	39.4
	ASST. V.P./DIR				35.5	29.0	36.2	43.4
	VICE PRESIDENT				34.3			
	GROUP EXEC.	30.0	2.0	32.0				
	EXEC. V.P.				30.0			
	VICE PRESIDENT	30.0	2.0	32.0		28.0	30.0	32.0
	ASST. V.P./DIR	29.7	3.0	32.7		22.9	28.2	33.5
	VICE PRESIDENT	28.6	0.8	29.4		23.4	28.6	33.0
	NO IN POSITION:	49						
	WEIGHTED GROUP AVG:	$ 39.9	$ 4.0	$ 43.9	$ 43.0			

	NO IN POSITION:	117			
$ 43.5	POSITION AVERAGE:	$ 38.5	$ 3.9	$ 42.4	$ 34.7

Food Marketing Institute

1985/1986 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #32 - MEAT BUYER

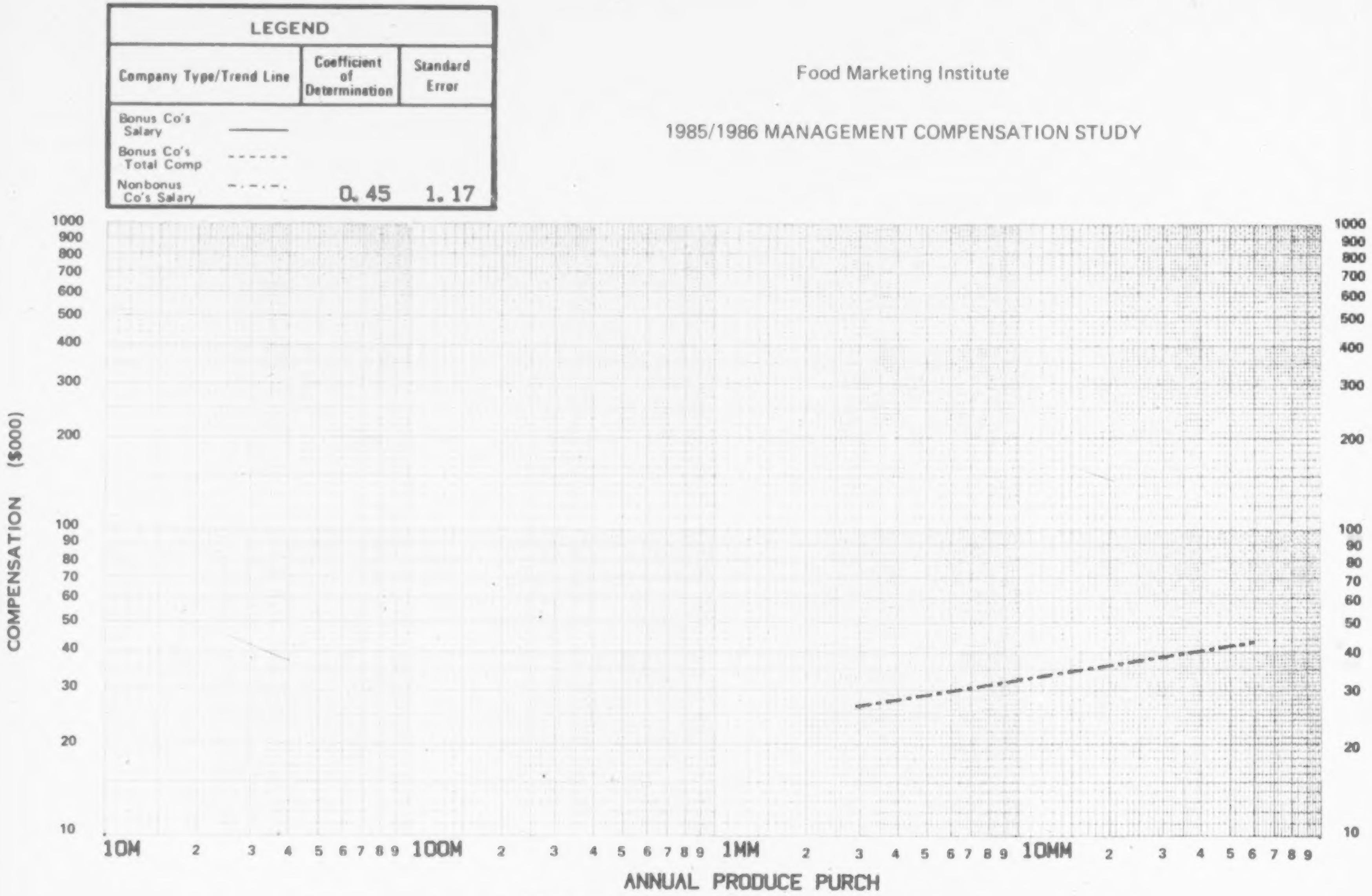
FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - PRODUCE BUYER

Responsible for procurement and buying activities of assigned produce products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL PRODUCE PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$75.0	VICE PRESIDENT	$ 60.0	$ 17.0	$ 77.0		$ 39.8	$ 49.8	$ 59.8
AND BELOW	VICE PRESIDENT				$ 47.8			
	DIV. V.P./MGR.	45.3	6.8	52.1		36.6	45.2	53.8
	ASST. V.P./DIR	43.4	0.0	43.4		31.8	39.1	45.4
	ASST. V.P./DIR				42.3	35.3	40.3	46.0
	ASST. V.P./DIR				41.1	30.2	37.1	43.9
	ASST. V.P./DIR				41.0	32.1	39.2	46.4
	ASST. V.P./DIR				39.8	27.6	34.5	41.4
	MANAGER				39.6	32.4	40.5	48.7
	ASST. V.P./DIR	39.3	2.4	41.7		32.6	40.8	48.9
	VICE PRESIDENT				38.7	32.4	39.7	47.0
	VICE PRESIDENT				36.3	30.2	37.8	45.4
	VICE PRESIDENT				36.2			
	DIV. V.P./MGR.	35.7	3.0	38.7		22.1	29.0	35.9
	ASST. V.P./DIR	32.3	2.9	35.2		29.5	34.4	40.3
	MANAGER				31.4	24.3	30.2	36.2
	MANAGER	30.9	3.5	34.4				
	MANAGER				29.7	20.8	28.4	36.0
	ASST. V.P./DIR				29.6			
	ASST. V.P./DIR				29.1			
	MANAGER				29.1	27.6	33.3	39.0
	MANAGER	29.1	0.0	29.1		23.0	28.3	33.5
	MANAGER				27.4			
	MANAGER				25.0	20.2	25.4	30.9
	MANAGER				24.8			
	NO IN POSITION: 79							
$ 14.8	WEIGHTED GROUP AVG:	$ 38.4	$ 3.8	$ 42.2	$ 32.4			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - PRODUCE BUYER

SCOPE ANNUAL PRODUCE PURCH ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
NO SCOPE REPORTED	ASST. V.P./DIR				$ 57.7	$ 35.8	$ 44.7	$ 53.7
	VICE PRESIDENT	$ 56.4	$ 0.0	$ 56.4				
	ASST. V.P./DIR	44.2	1.4	45.6				
	ASST. V.P./DIR				42.5	26.7	36.7	46.7
	MANAGER	40.3	5.7	46.0		31.6	39.5	47.4
	VICE PRESIDENT				40.0			
	MANAGER	39.1	4.6	43.7		31.6	39.5	47.4
	ASST. V.P./DIR				39.0			
	DIV. V.P./MGR.				39.0	29.5	36.9	44.3
	ASST. V.P./DIR	37.9	7.0	44.9		11.0	31.6	41.2
	GROUP EXEC.				36.9			
	MANAGER	36.3	2.6	38.9		31.6	39.5	47.4
	MANAGER				34.7	25.9	34.5	43.1
	VICE PRESIDENT				34.0	22.4	43.2	51.7
	REG. V.P./MGR.	33.6	10.7	44.3		28.9	34.8	40.6
	ASST. V.P./DIR				33.0	26.4	35.2	44.0
	ASST. V.P./DIR	32.1	5.8	37.9		28.0	35.1	42.1
	ASST. V.P./DIR				31.9	29.0	36.2	43.4
	VICE PRESIDENT				31.5			
	ASST. V.P./DIR	31.2	2.9	34.1		21.8	26.0	30.2
	VICE PRESIDENT	30.0	0.0	30.0				
	GROUP EXEC.	30.0	2.5	32.5				
	EXEC. V.P.				30.0			
	VICE PRESIDENT	29.7	0.6	30.3		23.4	28.6	33.0
	VICE PRESIDENT	25.0	1.0	26.0				
	VICE PRESIDENT				23.0			
	NO IN POSITION: 59							
	WEIGHTED GROUP AVG:	$ 37.6	$ 4.5	$ 42.1	$ 36.1			
	NO IN POSITION: 138							
$ 14.8	POSITION AVERAGE:	$ 37.9	$ 4.3	$ 42.2	$ 33.6			



SURVEY POSITION #33 - PRODUCE BUYER

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 34 - FROZEN FOODS BUYER

Responsible for procurement and buying activities of assigned frozen food products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

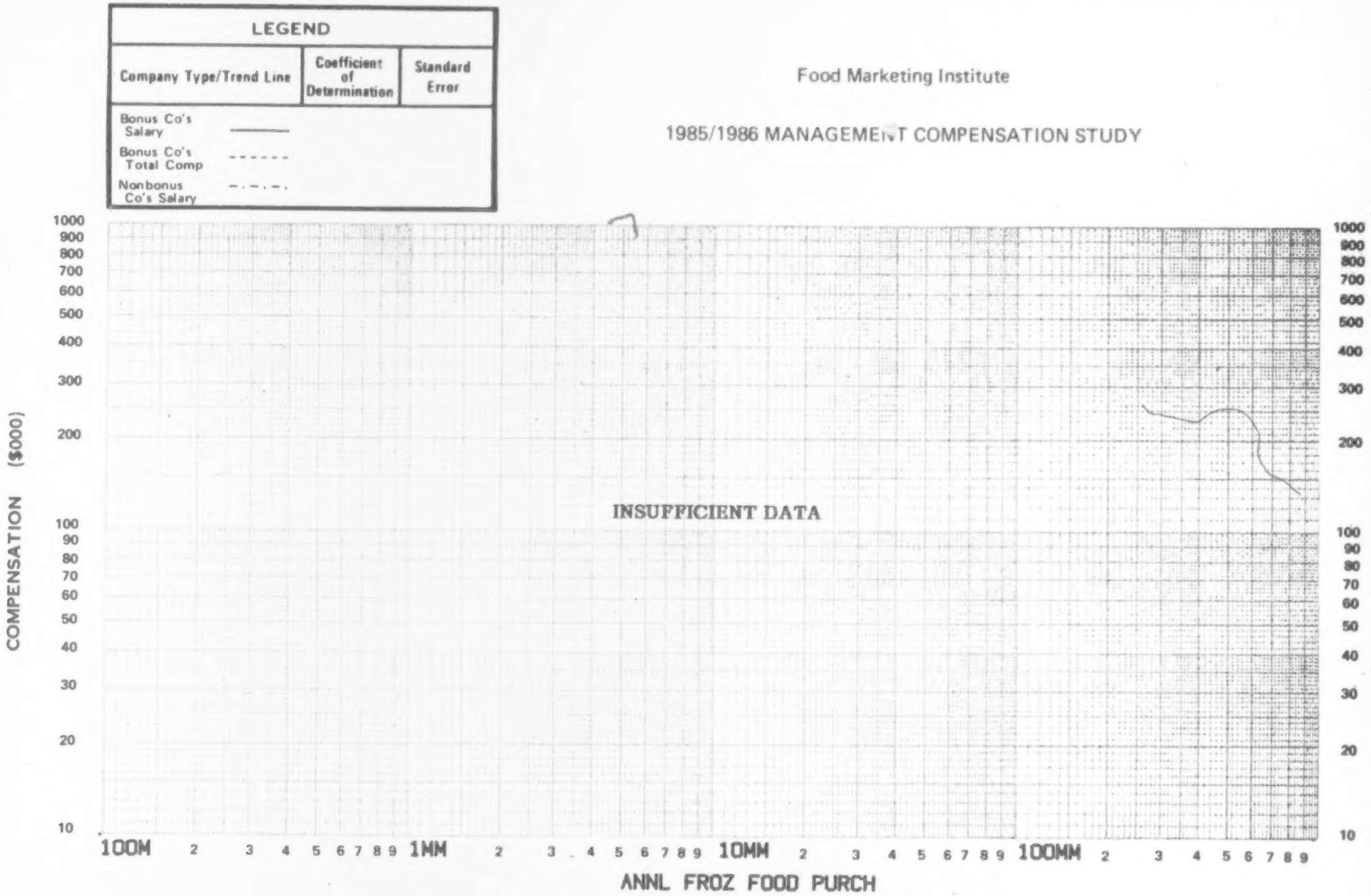
SCOPE ANNL FROZ FOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$150.0 AND BELOW	ASST. V.P./DIR				$ 48.5	$ 35.3	$ 40.3	$ 46.0
	MANAGER				45.6	32.4	40.5	48.7
	ASST. V.P./DIR				36.4	30.2	37.1	43.9
	MANAGER	$ 35.0	$ 0.0	$ 35.0				
	VICE PRESIDENT				33.5	29.7	36.3	43.2
	MANAGER	29.6	0.0	29.6		24.4	28.5	31.7
	MANAGER				29.0			
	ASST. V.P./DIR				28.6			
	MANAGER				28.3	27.6	33.3	39.0
	MANAGER				23.0	23.2	28.5	33.8
	NO IN POSITION: 10							
$ 66.2	WEIGHTED GROUP AVG:	$ 32.3	$ 0.0	$ 32.3	$ 34.1			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 34 - FROZEN FOODS BUYER

SCOPE ANNL FROZ FOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX
NO SCOPE REPORTED	VICE PRESIDENT	$ 91.0	$ 0.0	$ 91.0				
	GROUP EXEC.				$ 57.2			
	ASST. V.P./DIR				51.3	$ 38.6	$ 48.3	$ 58.0
	ASST. V.P./DIR				43.5	30.1	38.4	46.7
	ASST. V.P./DIR				43.0			
	ASST. V.P./DIR				41.4	27.6	34.5	41.4
	DIV. V.P./MGR.				38.1	26.3	32.9	39.4
	VICE PRESIDENT				34.5	27.9	34.3	40.7
	VICE PRESIDENT	32.1	1.3	33.4		23.4	28.6	33.0
	ASST. V.P./DIR	30.5	2.7	33.2		25.7	28.9	33.0
	EXEC. V.P.				30.0			
		29.9	5.0	34.9		20.4	29.2	38.0
	ASST. V.P./DIR	28.9	2.6	31.5		20.1	23.9	27.6
	VICE PRESIDENT				28.2			
	VICE PRESIDENT				20.4			
	NO IN POSITION: 17							
	WEIGHTED GROUP AVG:	$ 47.9	$ 1.9	$ 49.8	$ 38.8			
	NO IN POSITION: 27							
$ 66.2	POSITION AVERAGE:	$ 44.5	$ 1.4	$ 45.9	$ 36.7			

Food Marketing Institute

1985/1986 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #34 - FROZEN FOODS BUYER

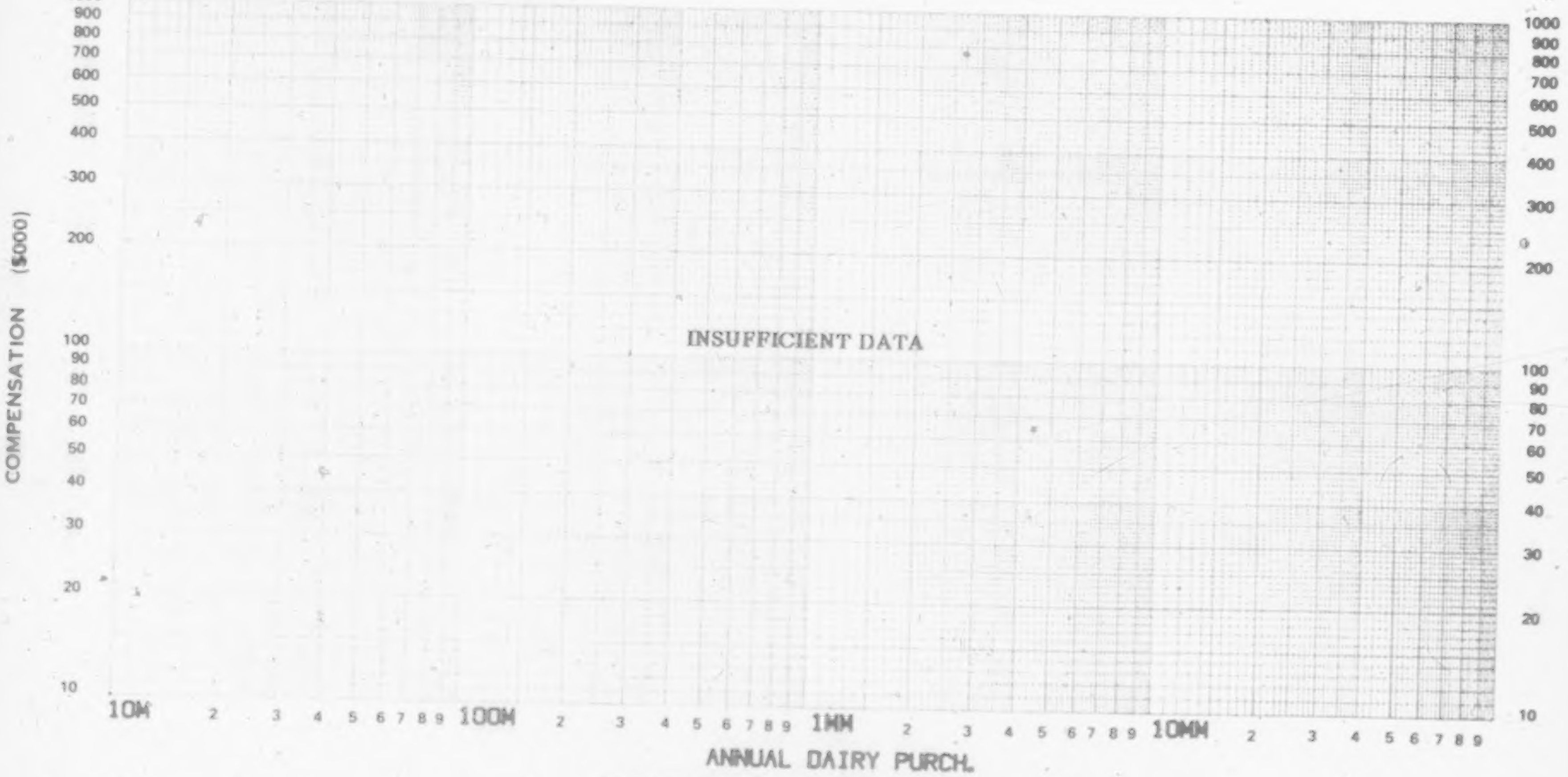
FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 35 - DAIRY BUYER

Responsible for procurement and buying activities of assigned dairy products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL DAIRY PURCH. ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$125.0 AND BELOW	CEO/PRESIDENT	$ 77.0	$ 0.0	$ 77.0				
	ASST. V.P./DIR				$ 45.8	$ 35.3	$ 40.3	$ 46.0
	DIV. V.P./MGR.	44.6	7.3	51.9		36.6	45.2	53.8
	MANAGER				43.5	32.4	40.5	48.7
	VICE PRESIDENT				33.5	29.7	36.3	43.2
	MANAGER				28.2	23.2	28.5	33.8
	GROUP EXEC.				25.0	32.1	39.2	46.4
	NO IN POSITION: 14							
$ 59.8	WEIGHTED GROUP AVG:	$ 55.4	$ 4.9	$ 60.3	$ 40.1			
NO SCOPE REPORTED	VICE PRESIDENT	$ 59.8	$ 0.0	$ 59.8				
	VICE PRESIDENT				$ 53.8	$ 39.8	$ 49.9	$ 60.0
	ASST. V.P./DIR				43.0			
	ASST. V.P./DIR				41.4	27.6	34.5	41.4
	ASST. V.P./DIR				37.7	28.4	34.1	39.8
	VICE PRESIDENT				35.2			
	ASST. V.P./DIR	28.9	2.6	31.5		20.1	23.9	27.6
	VICE PRESIDENT	28.7	1.3	30.0		23.4	28.6	33.0
	EXEC. V.P.				25.0			
	VICE PRESIDENT				24.0			
	NO IN POSITION: 12							
	WEIGHTED GROUP AVG:	$ 41.2	$ 1.0	$ 42.2	$ 37.2			
	NO IN POSITION: 26							
$ 59.8	POSITION AVERAGE:	$ 46.5	$ 2.5	$ 49.0	$ 39.0			

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———		
Bonus Co's Total Comp	------		
Nonbonus Co's Salary	-·-·-·		



SURVEY POSITION #35 - DAIRY BUYER

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 36 - NONFOOD BUYER

Responsible for procurement and buying activities of assigned general merchandise and HBA items. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

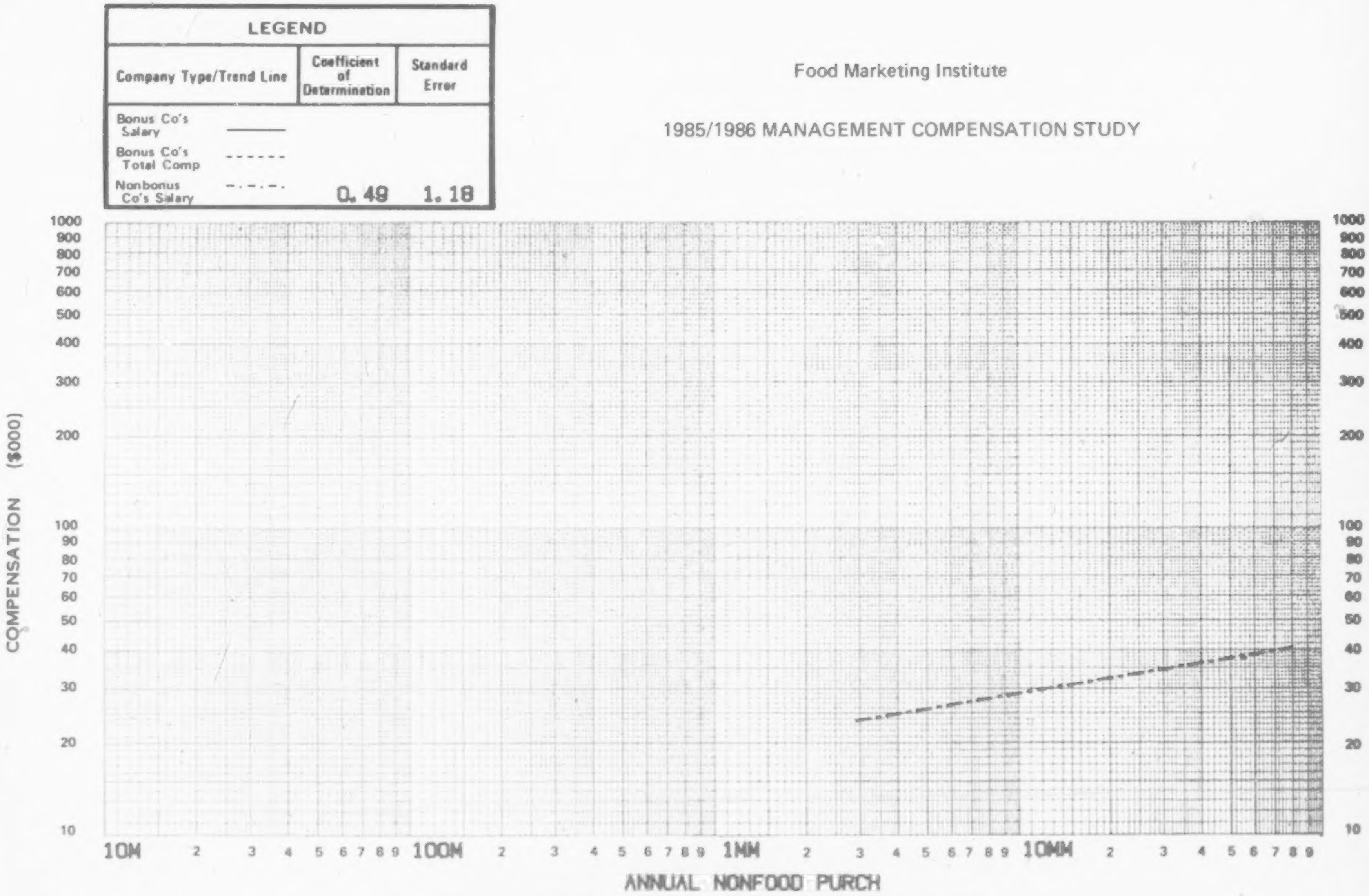
SCOPE ANNUAL NONFOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$20.0 AND ABOVE	DIV. V.P./MGR.	$ 44.8	$ 0.0	$ 44.8				
	DIV. V.P./MGR.	44.1	6.9	51.0		$ 36.6	$ 45.2	$ 53.8
	ASST. V.P./DIR				$ 43.3	35.3	40.3	46.0
	MANAGER				40.1	32.4	40.5	48.7
	MANAGER	36.2	0.0	36.2		31.8	39.1	45.4
	VICE PRESIDENT				36.0			
	VICE PRESIDENT	33.9	2.0	35.9		27.6	34.6	41.5
	GROUP EXEC.				33.8	37.2	47.5	54.3
	MANAGER				32.6	27.6	33.3	39.0
	MANAGER				26.3			
	ASST. V.P./DIR				23.4			
	NO IN POSITION: 42							
$ 72.0	WEIGHTED GROUP AVG:	$ 39.3	$ 2.7	$ 42.0	$ 32.5			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 36 - NONFOOD BUYER

SCOPE ANNUAL NONFOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$19.9 AND BELOW	MANAGER				$ 37.1			
	ASST. V.P./DIR	$ 34.4	$ 0.5	$ 34.9				
	ASST. V.P./DIR				32.5	$ 29.7	$ 36.3	$ 43.2
	VICE PRESIDENT				31.4			
	ASST. V.P./DIR	30.2	2.6	32.8		25.7	28.9	33.0
	GROUP EXEC.	30.0	0.9	30.9		23.8	31.7	39.7
	ASST. V.P./DIR				29.6	25.0	30.7	36.3
	MANAGER				26.5	23.2	28.5	33.8
	DIV. V.P./MGR.	25.0	3.0	28.0		23.9	29.9	35.9
	DIST.MANAGER	24.7	0.6	25.3				
	MANAGER				20.5	18.4	20.5	22.6
	NO IN POSITION: 31							
$ 9.3	WEIGHTED GROUP AVG:	$ 29.2	$ 1.6	$ 30.8	$ 29.9			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 36 - NONFOOD BUYER

SCOPE ANNUAL NONFOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
NO SCOPE REPORTED	VICE PRESIDENT	$ 46.3	$ 0.0	$ 46.3				
	MANAGER				$ 41.7	$ 31.6	$ 39.5	$ 47.4
	MANAGER				40.8	31.6	39.5	47.4
	DIV. V.P./MGR.	40.7	24.5	65.2		40.6	40.9	41.1
	ASST. V.P./DIR				39.0			
	ASST. V.P./DIR	39.0	0.8	39.8				
	MANAGER	37.3	8.5	45.8				
	DIV. V.P./MGR.				36.8	26.3	32.9	39.4
	MANAGER				36.6	31.6	39.5	47.4
	ASST. V.P./DIR				36.2	26.7	34.0	41.3
	ASST. V.P./DIR	35.5	1.4	36.9		23.4	28.6	33.0
	VICE PRESIDENT				35.2	27.9	34.3	40.7
	VICE PRESIDENT				35.0			
	GROUP EXEC.				32.5			
	VICE PRESIDENT				31.3			
	ASST. V.P./DIR				30.1	29.0	36.2	43.4
	GROUP EXEC.	30.0	2.5	32.5				
	VICE PRESIDENT				29.8	26.4	35.2	44.0
		29.1	6.0	35.1		20.4	29.2	38.0
	DIST.MANAGER				26.6			
	VICE PRESIDENT				26.0			
	EXEC. V.P.				25.0			
	ASST. V.P./DIR	22.2	2.1	24.3		16.7	20.0	23.3
	GROUP EXEC.				19.8			
	NO IN POSITION: 61							
	WEIGHTED GROUP AVG:	$ 35.5	$ 8.6	$ 44.1	$ 35.4			
	NO IN POSITION: 134							
$ 45.4	POSITION AVERAGE:	$ 34.3	$ 5.1	$ 39.4	$ 33.3			



SURVEY POSITION #36 - NONFOOD BUYER

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 37 - TOP STORE OPERATIONS EXECUTIVE

Develops and directs policies, plans and programs to achieve the profitable operation of all corporate or operating company stores. Oversees the attainment of projected sales, gross profit margins, and the control of all store expenses while maintaining proper customer service. Assures that the firm's merchandising programs are adhered to and uniformly carried out in all stores.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$1000.0 AND ABOVE	BOARD OF DIR.	$197.6	$ 82.1	$279.7				
	C.O.O.	165.0	20.0	185.0				
	C.O.O.	110.0	25.1	135.1				
	EXEC. V.P.				$ 98.0			
	C.O.O.	92.0	33.2	125.2		$ 81.3	$101.7	$122.0
	GROUP EXEC.	84.0	45.6	129.6		77.6	97.0	116.4
	C.O.O.	81.0	16.0	97.0		59.0	74.0	98.0
	C.O.O.				80.5	67.8	84.7	101.6
	VICE PRESIDENT	68.7	10.0	78.7		51.4	64.3	77.2
	CEO/PRESIDENT	60.0	0.0	60.0				
	VICE PRESIDENT	58.0	14.0	72.0		56.0	70.0	84.0
	SENIOR V.P.	50.0	5.0	55.0				
	NO IN POSITION: 17							
$ 2691.6	WEIGHTED GROUP AVG:	$ 88.0	$ 21.8	$109.8	$ 86.3			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 37 - TOP STORE OPERATIONS EXECUTIVE

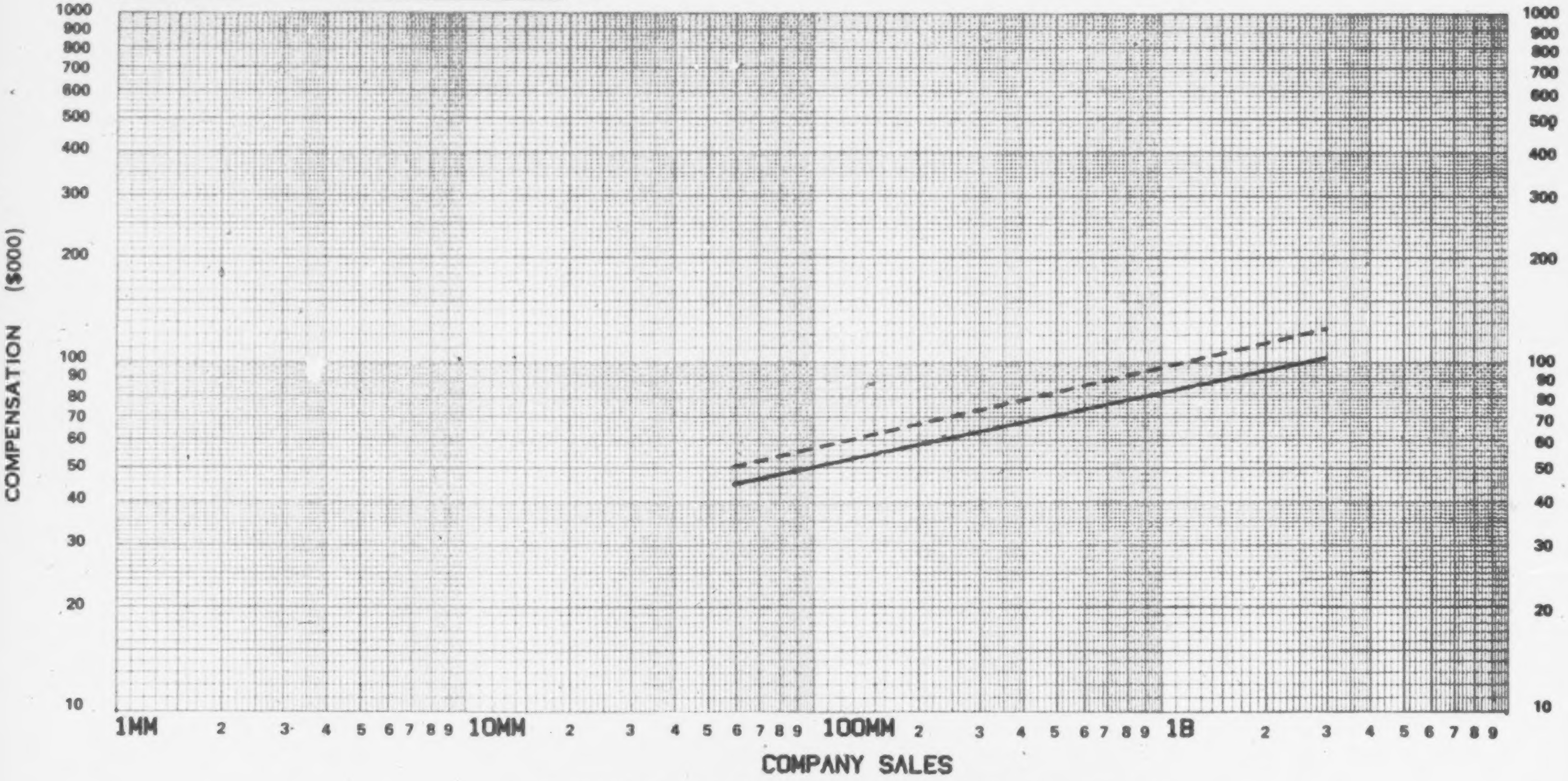
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$999.9	CEO/PRESIDENT				$161.2			
TO	C.O.O.	$127.3	$ 53.3	$180.6		$ 86.3	$107.9	$129.5
$750.0	CEO/PRESIDENT	110.0	0.0	110.0				
	SENIOR V.P.	80.2	0.0	80.2		57.1	73.5	89.8
	SENIOR V.P.	75.0	1.0	76.0		54.4	68.5	78.8
	C.O.O.	68.0	19.9	87.9		62.6	76.9	90.8
	EXEC. V.P.	65.1	6.0	71.1		70.5	88.2	105.8
	C.O.O.	39.7	5.3	45.0				
	NO IN POSITION: 8							
$ 862.2	WEIGHTED GROUP AVG:	$ 80.8	$ 12.2	$ 93.0	$161.2			
$749.9	C.O.O.	$ 88.2	$ 16.2	$104.4		$ 73.0	$ 91.2	$109.4
TO	C.O.O.	84.0	41.0	125.0		68.1	85.1	102.2
$500.0	VICE PRESIDENT	84.0	14.2	98.2		61.6	76.0	89.7
	SENIOR V.P.	70.0	7.0	77.0				
	CEO/PRESIDENT	59.0	3.0	62.0		44.2	59.0	73.7
	CEO/PRESIDENT	55.0	333.1	388.1				
	NO IN POSITION: 6							
$ 637.7	WEIGHTED GROUP AVG:	$ 73.4	$ 69.1	$142.5				

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 37 - TOP STORE OPERATIONS EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$499.9 TO $250.0	CEO/PRESIDENT	$ 80.9	$ 25.6	$106.5		$ 59.3	$ 74.1	$ 89.0
	CEO/PRESIDENT	78.7	15.0	93.7				
	CEO/PRESIDENT	75.0	31.0	106.0				
	CEO/PRESIDENT				$ 73.2			
	C.O.O.	62.5	0.0	62.5		50.6	63.2	75.9
	EXEC. V.P.	55.0	25.0	80.0				
	VICE PRESIDENT	55.0	0.0	55.0				
	CEO/PRESIDENT	51.2	7.1	58.3		37.9	49.2	60.4
	VICE PRESIDENT				49.9			
	SENIOR V.P.				47.6			
	C.O.O.	47.3	7.3	54.6				
	NO IN POSITION: 13							
$ 385.1	WEIGHTED GROUP AVG:	$ 63.1	$ 12.4	$ 75.5	$ 54.6			
$249.9 AND BELOW	CEO/PRESIDENT	$127.0	$ 38.1	$165.1				
	C.O.O.	73.0	25.0	98.0		$ 54.6	$ 68.3	$ 82.0
	BOARD OF DIR.	72.7	0.0	72.7		44.6	55.8	67.0
	C.O.O.	61.3	0.7	62.0				
	EXEC. V.P.	53.6	8.0	61.6		45.0	50.0	55.0
	CEO/PRESIDENT	33.1	2.9	36.0		31.0	33.0	36.0
	NO IN POSITION: 6							
$ 131.0	WEIGHTED GROUP AVG:	$ 70.1	$ 12.5	$ 82.6				
	NO IN POSITION: 50							
$ 1245.5	POSITION AVERAGE:	$ 76.8	$ 23.6	$100.4	$ 79.8			

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.39	1.28
Bonus Co's Total Comp	------	0.35	1.34
Nonbonus Co's Salary	-.-.-.		



SURVEY POSITION #37 - TOP STORE OPERATIONS EXECUTIVE

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 38 - TOP STORE MAINTENANCE EXECUTIVE

Directs the corporation's or operating company's store engineering and maintenance activities. Works with architectural firms to develop construction specifications for store remodeling and repair. Provides store equipment planning and layout services. Assists in the purchase of store equipment and fixtures.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$500.0 AND ABOVE	VICE PRESIDENT	$ 61.8	$ 5.0	$ 66.8		$ 42.5	$ 53.1	$ 63.8
	VICE PRESIDENT	59.2	5.0	64.2		42.8	53.5	64.1
	VICE PRESIDENT	54.6	6.8	61.4		31.7	45.6	59.5
	VICE PRESIDENT	50.9	4.2	55.1		44.9	56.2	67.4
	VICE PRESIDENT	50.7	8.0	58.7		47.9	63.9	79.9
	VICE PRESIDENT				$ 50.2	39.3	45.2	51.2
	VICE PRESIDENT				45.2	36.6	45.2	53.8
	CEO/PRESIDENT	40.0	4.0	44.0				
	MANAGER	39.2	20.0	59.2				
	C.O.O.	37.4	5.6	43.0				
	ASST. V.P./DIR	37.3	4.4	41.7		32.3	38.5	44.7
	VICE PRESIDENT				36.7	30.0	37.0	44.1
	ASST. V.P./DIR				36.2	29.0	36.2	43.4
	ASST. V.P./DIR				35.5	29.7	36.3	43.2
	DIV. V.P./MGR.				33.3	32.1	39.2	46.4
	MANAGER	28.0	0.0	28.0				
	NO IN POSITION: 18							
$ 1069.8	WEIGHTED GROUP AVG:	$ 45.9	$ 6.3	$ 52.2	$ 38.0			

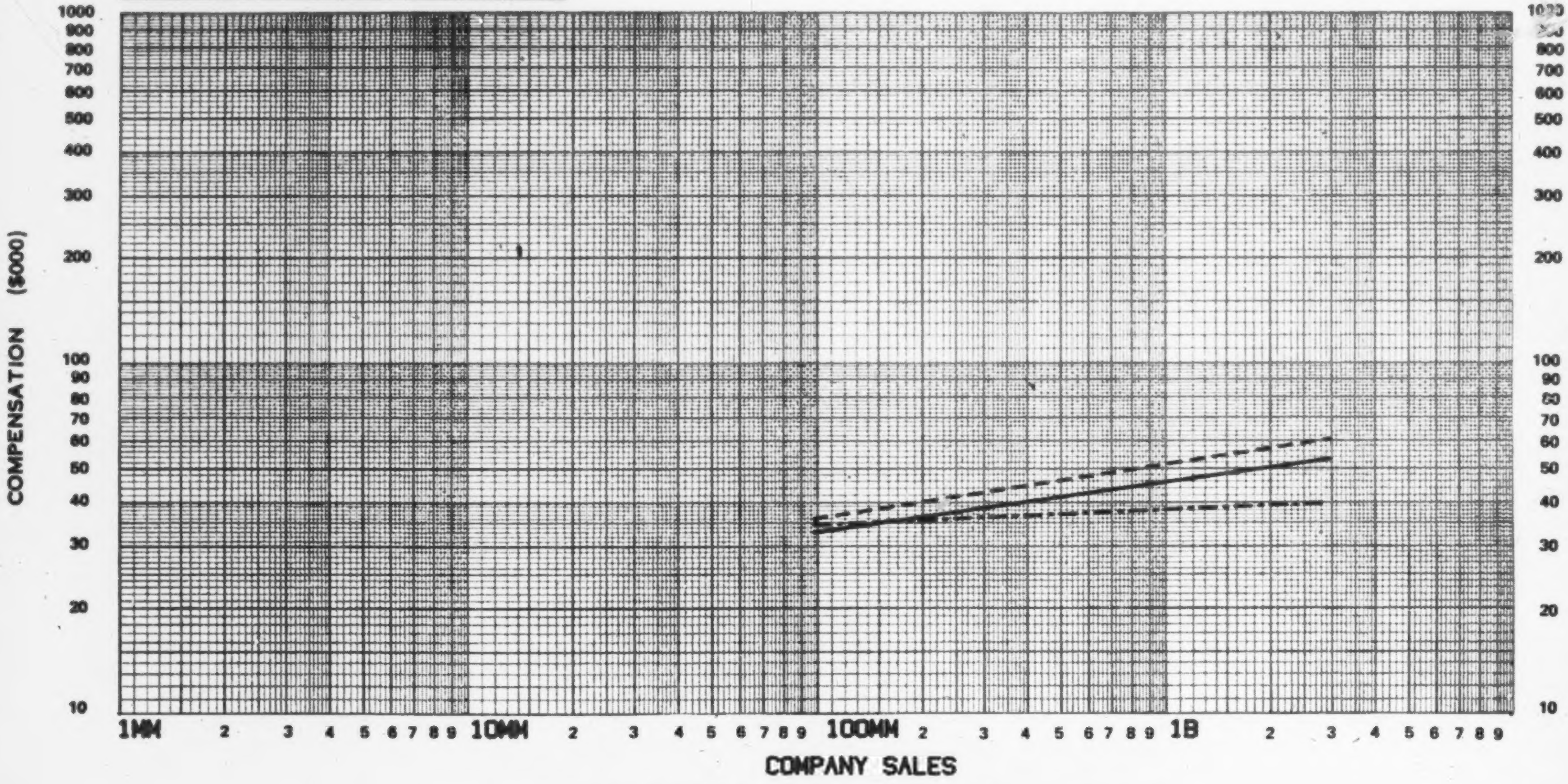
FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 38 - TOP STORE MAINTENANCE EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$499.9	C.O.O.	$ 65.0	$ 26.0	$ 91.0		$ 49.5	$ 61.9	$ 74.2
AND BELOW	VICE PRESIDENT	46.0	8.7	54.7				
	VICE PRESIDENT	42.6	8.8	51.4				
	VICE PRESIDENT	40.3	3.7	44.0				
	GROUP EXEC.				$ 40.0			
	VICE PRESIDENT				39.9	22.4	28.0	33.6
	SENIOR V.P.	37.6	0.5	38.1				
	C.O.O.	37.2	3.0	40.2		29.3	34.4	39.6
	VICE PRESIDENT	36.6	0.0	36.6		25.6	32.0	38.4
	SENIOR V.P.				35.0			
	MANAGER				32.5	24.6	30.7	36.8
	ASST. V.P./DIR	31.9	3.0	34.9		24.0	30.5	36.9
	EXEC. V.P.				30.4			
	NO IN POSITION: 13							
$ 270.1	WEIGHTED GROUP AVG:	$ 42.2	$ 6.7	$ 48.9	$ 35.6			
	NO IN POSITION: 31							
$ 734.5	POSITION AVERAGE:	$ 44.2	$ 6.5	$ 50.7	$ 37.0			

Food Marketing Institute

1985/1986 MANAGEMENT COMPENSATION STUDY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.23	1.22
Bonus Co's Total Comp	------	0.20	1.26
Nonbonus Co's Salary	-.-.-.-	0.11	1.16



SURVEY POSITION #38 - TOP STORE MAINTENANCE EXECUTIVE

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 39 - DIVISION GENERAL MANAGER

Responsible for the profitable operation of a division or geographic region of the corporation or operating company. Develops sales and profit objectives and forecasts, operating and capital expenditure budgets, and objectives for assigned stores and facilities. Oversees merchandising, store operations and staff activities. Reviews buying and merchandising programs to insure maximum profitability and continuity with the company's overall strategy. Reviews operating results of stores against sales and profit targets. Directs staff activities in support of division programs and financial objectives. Provides specific limitations of authority for all subordinates regarding contractual commitments, expenditures and personnel decisions. Continually reviews and reports to top management the division's performance with respect to market share, operating results, capital requirements, etc.

SCOPE ANN'L DIVISION SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$500.0	BOARD OF DIR.	$134.5	$ 20.0	$154.5		$132.5	$165.6	$198.8
AND ABOVE	REG. V.P./MGR.	122.5	31.7	154.2				
	EXEC. V.P.	122.2	60.4	182.6		101.0	126.0	151.0
	C.O.O.	55.0	10.0	65.0				
	NO IN POSITION: 8							
$ 866.3	WEIGHTED GROUP AVG:	$115.4	$ 41.9	$157.3				
$499.9	REG. V.P./MGR.	$116.0	$ 8.6	$124.6				
TO	BOARD OF DIR.	100.2	21.2	121.4		$ 58.5	$ 72.8	$ 87.0
$250.0	C.O.O.	97.7	82.7	180.4		90.1	97.7	105.3
	CEO/PRESIDENT	91.6	42.3	133.9		75.9	95.2	114.6
	EXEC. V.P.	80.3	19.0	99.3		53.5	71.3	89.1
	C.O.O.				$ 73.5	76.6	95.7	114.8
	C.O.O.	65.1	6.5	71.6				
	SENIOR V.P.	58.3	4.7	63.0		49.3	61.6	73.9
	NO IN POSITION: 28							
$ 301.9	WEIGHTED GROUP AVG:	$ 84.5	$ 24.7	$109.2	$ 73.5			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 39 - DIVISION GENERAL MANAGER

SCOPE ANN'L DIVISION SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$249.9 AND BELOW	BOARD OF DIR.	$156.0	$ 31.0	$187.0		$103.3	$130.8	$158.5
	ASST. V.P./DIR	72.0	38.0	110.0		62.6	76.9	90.8
	C.O.O.	67.0	3.5	70.5		50.5	67.4	84.2
	C.O.O.	62.6	0.0	62.6				
	VICE PRESIDENT	52.5	0.0	52.5		45.2	57.1	69.1
	GROUP EXEC.				$ 46.8			
	CEO/PRESIDENT	41.0	0.0	41.0		40.0	47.3	54.5
	NO IN POSITION: 34							
$ 124.8	WEIGHTED GROUP AVG:	$ 63.5	$ 2.7	$ 66.2	$ 46.8			
NO SCOPE REPORTED	CEO/PRESIDENT				$155.0			
	GROUP EXEC.	$128.5	$ 53.7	$182.2		$ 98.8	$123.5	$148.2
	SENIOR V.P.	67.6	12.4	80.0		61.7	82.2	102.8
	SENIOR V.P.	60.0	8.0	68.0		48.8	65.1	81.4
	SENIOR V.P.	55.0	2.0	57.0		34.0	53.4	61.5
	NO IN POSITION: 17							
	WEIGHTED GROUP AVG:	$107.3	$ 39.3	$146.6	$155.0			
	NO IN POSITION: 87							
$ 280.4	POSITION AVERAGE:	$ 83.5	$ 20.3	$103.8	$ 82.6			

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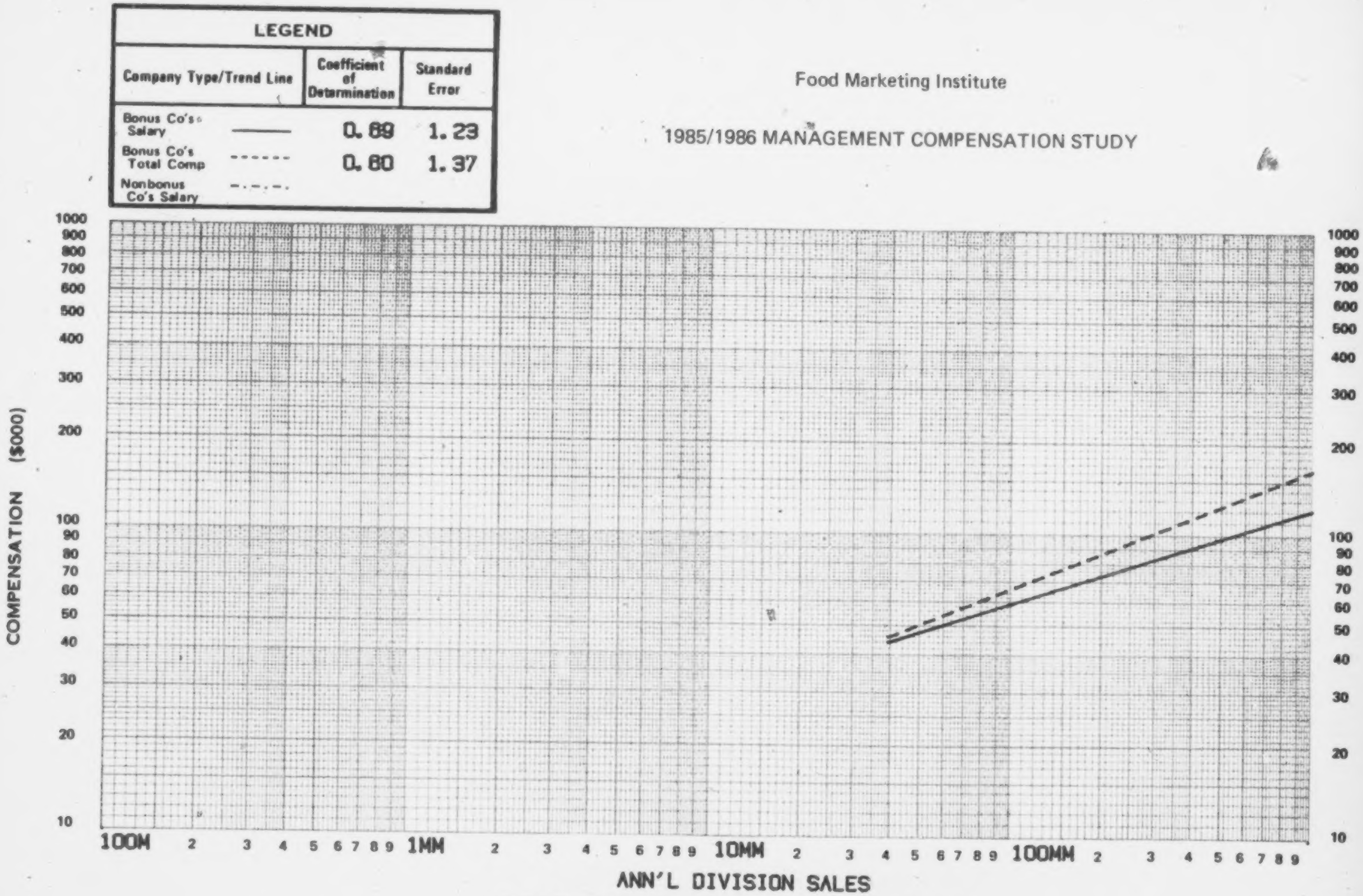
1985/1986 MANAGEMENT COMPENSATION STUDY



Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.89	1.23
Bonus Co's Total Comp	- - - - - -	0.80	1.37
Nonbonus Co's Salary	-.-.-.		

SURVEY POSITION #39 - DIVISION GENERAL MANAGER

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 40 - SCANNING COORDINATOR

Recommends, coordinates and implements software programs and systems to enhance performance of electronic front-end equipment. Has staff responsibility for the coordination of scanning systems throughout the division/company. Assists in the installation of electronic equipment and the training of store personnel in all aspects of scanning, including the development of store price files, preparation and maintenance of operating manuals, and specifications of electronic front-end equipment.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$750.0 AND ABOVE	VICE PRESIDENT	$ 63.9	$ 0.0	$ 63.9				
	MANAGER	55.6	4.7	60.3		$ 47.5	$ 59.4	$ 71.2
	ASST. V.P./DIR	51.5	0.0	51.5		38.7	50.0	59.9
	VICE PRESIDENT				$ 50.3			
	VICE PRESIDENT				50.0			
	VICE PRESIDENT				45.7	36.6	45.2	53.8
	ASST. V.P./DIR				42.1	35.3	40.3	46.0
	ASST. V.P./DIR				40.1	29.6	39.5	49.4
	GROUP EXEC.	40.0	2.0	42.0				
	VICE PRESIDENT				39.5	32.6	40.7	48.8
	ASST. V.P./DIR				39.0			
	VICE PRESIDENT				34.6	29.7	36.3	43.2
	C.O.O.	34.1	5.5	39.6				
	MANAGER				31.5	26.7	34.0	41.3
	EXEC. V.P.	26.0	1.0	27.0		30.3	37.8	45.4
	MANAGER				25.9	22.7	30.3	37.9
	MANAGER				25.5			
	ASST. V.P./DIR				25.0	24.8	31.0	37.2
	MANAGER				24.4	18.2	23.4	28.6
	ASST. V.P./DIR	24.3	0.9	25.2		19.8	26.3	30.3
	MANAGER				24.2			
	MANAGER				21.5	20.8	25.2	30.0
	NO IN POSITION: 39							
$ 3189.7	WEIGHTED GROUP AVG:	$ 40.0	$ 1.8	$ 41.8	$ 29.6			

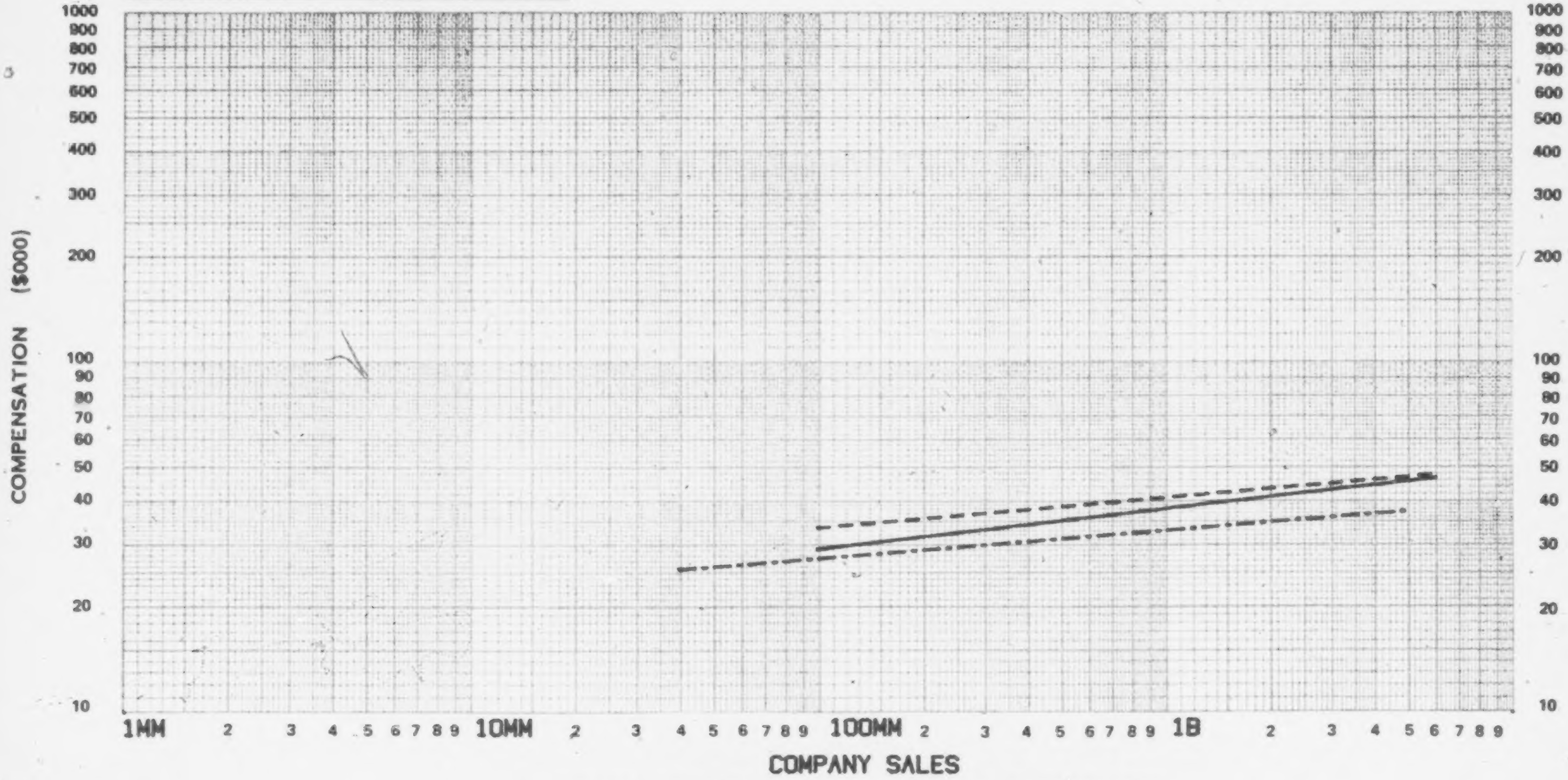
FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 40 - SCANNING COORDINATOR

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$749.9	VICE PRESIDENT	$ 34.7	$ 4.2	$ 38.9		$ 31.0	$ 40.4	$ 49.8
TO	VICE PRESIDENT	33.0	1.5	34.5		28.3	37.7	47.2
$500.0	ASST. V.P./DIR	32.6	2.1	34.7		26.4	33.0	39.6
	VICE PRESIDENT	30.6	7.0	37.6				
	ASST. V.P./DIR	29.6	2.4	32.0		25.7	28.8	33.0
	NO IN POSITION: 6							
$ 647.7	WEIGHTED GROUP AVG:	$ 32.5	$ 3.6	$ 36.1				
$499.9	C.O.O.	$ 55.0	$ 0.0	$ 55.0		$ 45.6	$ 57.0	$ 68.4
AND BELOW	VICE PRESIDENT	49.0	14.7	63.7				
	VICE PRESIDENT	42.9	2.1	45.0				
	VICE PRESIDENT	41.0	3.1	44.1				
	GROUP EXEC.				$ 39.0			
	VICE PRESIDENT	37.0	5.1	42.1				
	GROUP EXEC.				34.3			
	VICE PRESIDENT				33.0			
	VICE PRESIDENT	31.7	2.5	34.2		28.7	33.8	38.8
	ASST. V.P./DIR				31.0	24.6	30.7	36.8
	VICE PRESIDENT	30.4	4.9	35.3		24.2	30.3	36.4
	MANAGER				30.2			
	DIST.MANAGER				28.6			
	EXEC. V.P.				28.1			
	EXEC. V.P.				28.1			
	EXEC. V.P.	28.0	7.0	35.0				
	C.O.O.	25.2	1.3	26.5				
	VICE PRESIDENT	25.1	3.2	28.3		22.9	28.2	33.5
	GROUP EXEC.				25.0			
	ASST. V.P./DIR				24.7			
	NO IN POSITION: 20							
$ 271.2	WEIGHTED GROUP AVG:	$ 36.5	$ 4.4	$ 40.9	$ 30.2			
	NO IN POSITION: 65							
$ 2057.0	POSITION AVERAGE:	$ 36.7	$ 3.3	$ 40.0	$ 29.7			

Food Marketing Institute

1985/1986 MANAGEMENT COMPENSATION STUDY

LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.15	1.31
Bonus Co's Total Comp ------	0.09	1.31
Nonbonus Co's Salary -.-.-.	0.15	1.26



SURVEY POSITION #40 - SCANNING COORDINATOR

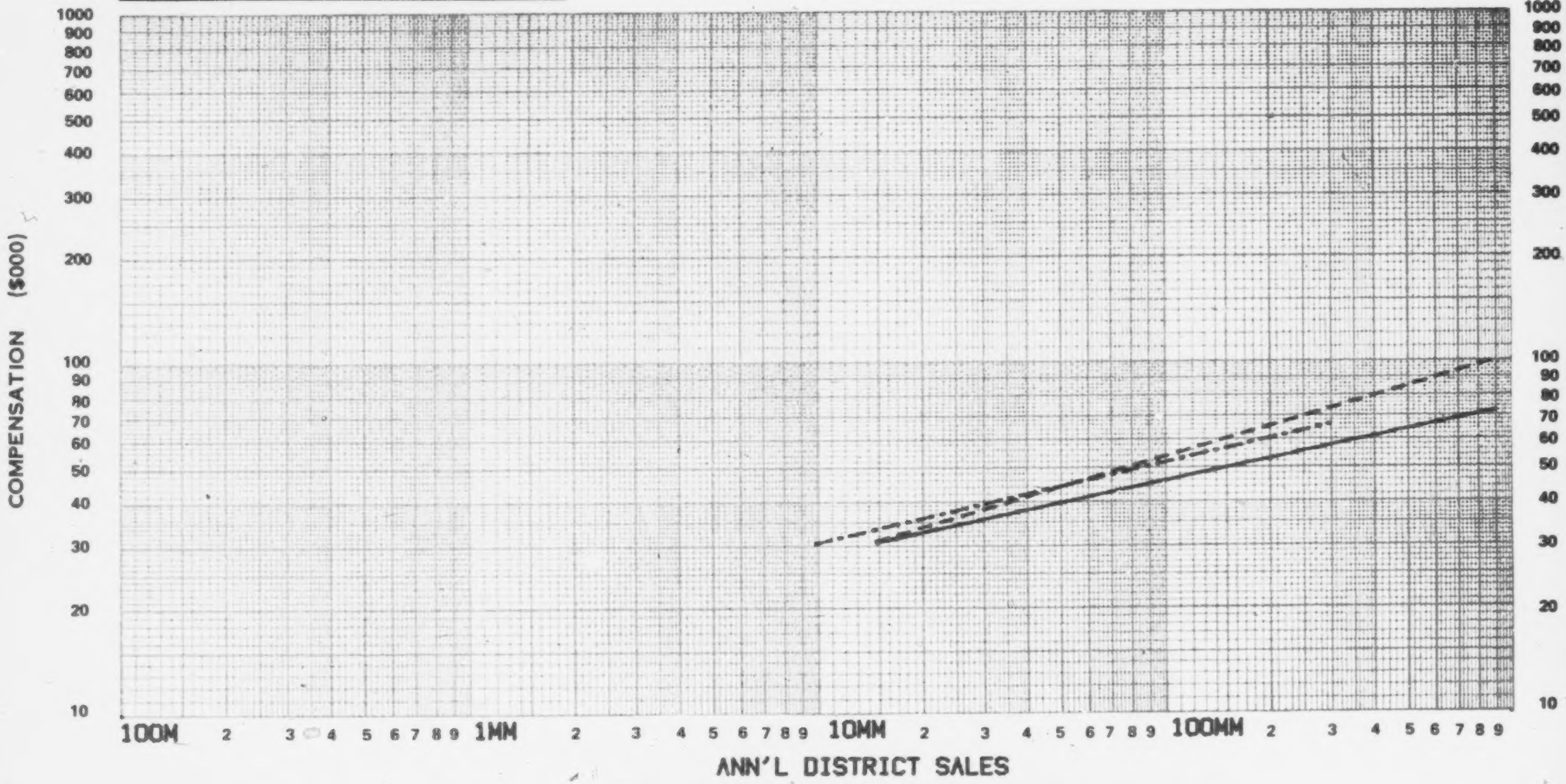
SURVEY POSITION #41: DISTRICT MANAGER

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANNUAL DISTRICT SALES ($THOU)		BONUS COMPANIES				
Range	Weighted Group Average	Salary	Bonus	Total Compensation	NONBONUS COMPANIES SALARY	NUMBER OF INCUMBENTS
$150.0 and Above	$248.6	$53.5	$18.7	$72.2	$64.5	39
149.9 to 100.0	126.5	49.9	9.5	59.4	58.7	69
99.9 to 75.0	85.1	41.2	5.7	46.9	62.3	77
74.9 to 50.0	58.9	43.4	5.6	49.0	39.8	44
49.9 to 25.0	38.2	40.7	3.6	44.3	40.5	16
24.9 and Below	8.7	26.0	0.0	26.0	38.8	14
NO SCOPE REPORTED		55.0	11.6	66.6	54.4	178
POSITION AVERAGE	**$109.3**	**$49.1**	**$ 9.7**	**$58.8**	**$52.2**	**437**

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.50	1.16
Bonus Co's Total Comp	------	0.49	1.23
Nonbonus Co's Salary	-.-.-.-	0.40	1.23



SURVEY POSITION #41 - DISTRICT MANAGER

1985-1986 MANAGEMENT COMPENSATION SURVEY FOR WHOLESALERS AND LARGE RETAILERS
NATIONAL SUMMARY

SURVEY POSITION #42: STORE MANAGER

Responsible for managing the entire activity of an individual retail food store. Insures profitable operation of all departments in the store. Implements company merchandising and inventory programs. Schedules work loads, hires and trains store personnel, and resolves all store personnel problems.

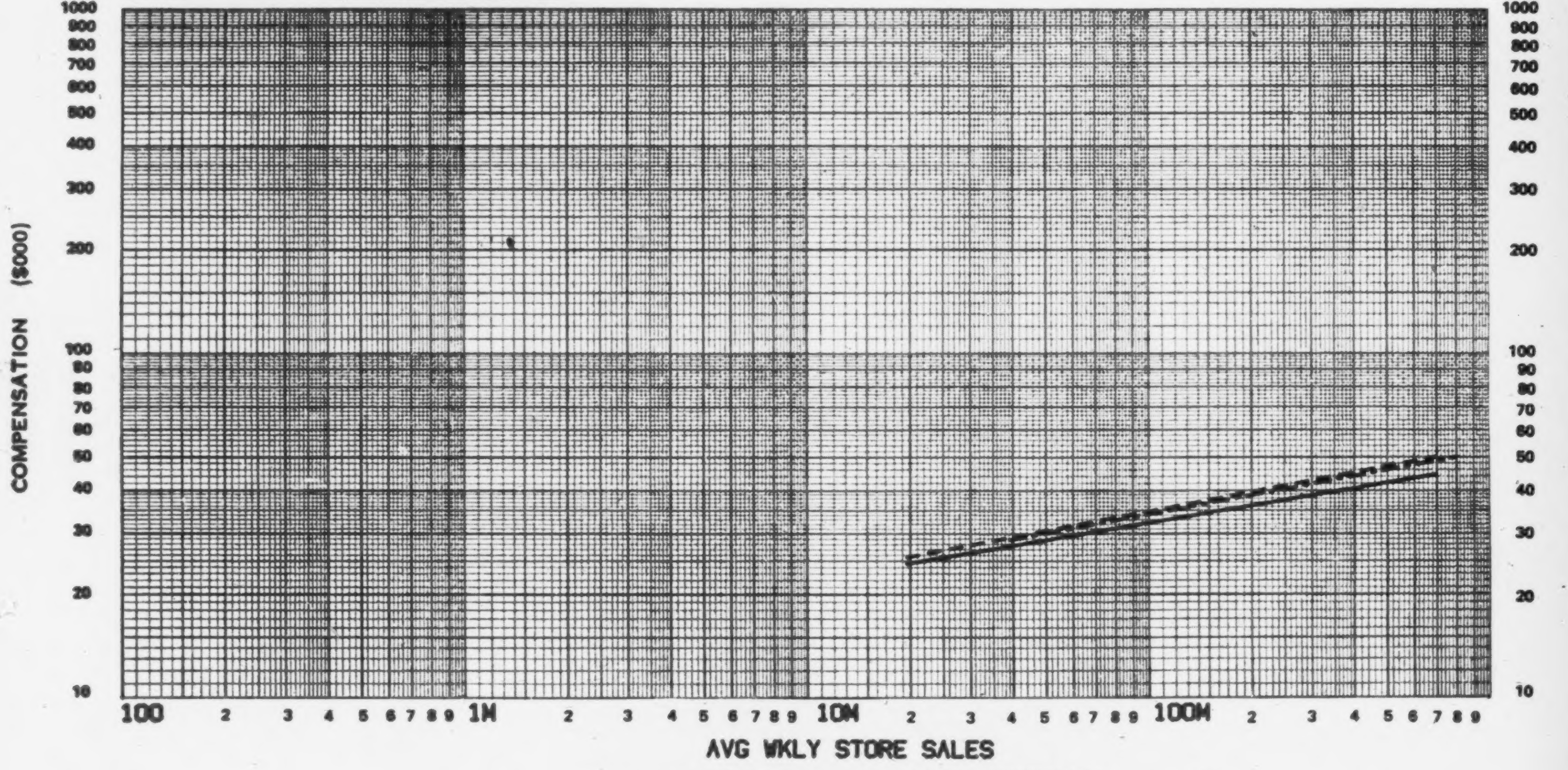
SCOPE AVERAGE WEEKLY STORE SALES ($THOU)		BONUS COMPANIES				
Range	Weighted Group Average	Salary	Bonus	Total Compensation	NONBONUS COMPANIES SALARY	NUMBER OF INCUMBENTS
$300.0 and Above	$414.7	$43.2	$ 6.5	$49.7	$43.7	657
299.9 to 200.0	246.9	39.4	4.7	44.1	40.6	692
199.9 to 150.0	171.9	34.2	3.2	37.4	37.2	564
149.9 to 100.0	122.8	33.0	2.6	35.6	31.9	488
99.9 to 75.0	86.5	31.3	2.4	33.7	31.1	214
74.9 to 50.0	61.2	29.0	2.0	31.0	30.5	242
49.9 and Below	39.9	26.0	3.1	29.1	25.6	78
NO SCOPE REPORTED		37.0	7.7	44.7	40.6	774
POSITION AVERAGE	**$216.9**	**$36.4**	**$ 4.9**	**$41.3**	**$37.9**	**3,709**

Food Marketing Institute

1985/1986 MANAGEMENT COMPENSATION STUDY

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.38	1.17
Bonus Co's Total Comp	------	0.33	1.21
Nonbonus Co's Salary	-.-.-.	0.30	1.20



SURVEY POSITION #42 - STORE MANAGER

Food Marketing Institute

1985-1986 MANAGEMENT COMPENSATION SURVEY FOR WHOLESALERS AND LARGE RETAILERS
NATIONAL SUMMARY

SURVEY POSITION #43: ASSISTANT/CO-STORE MANAGER

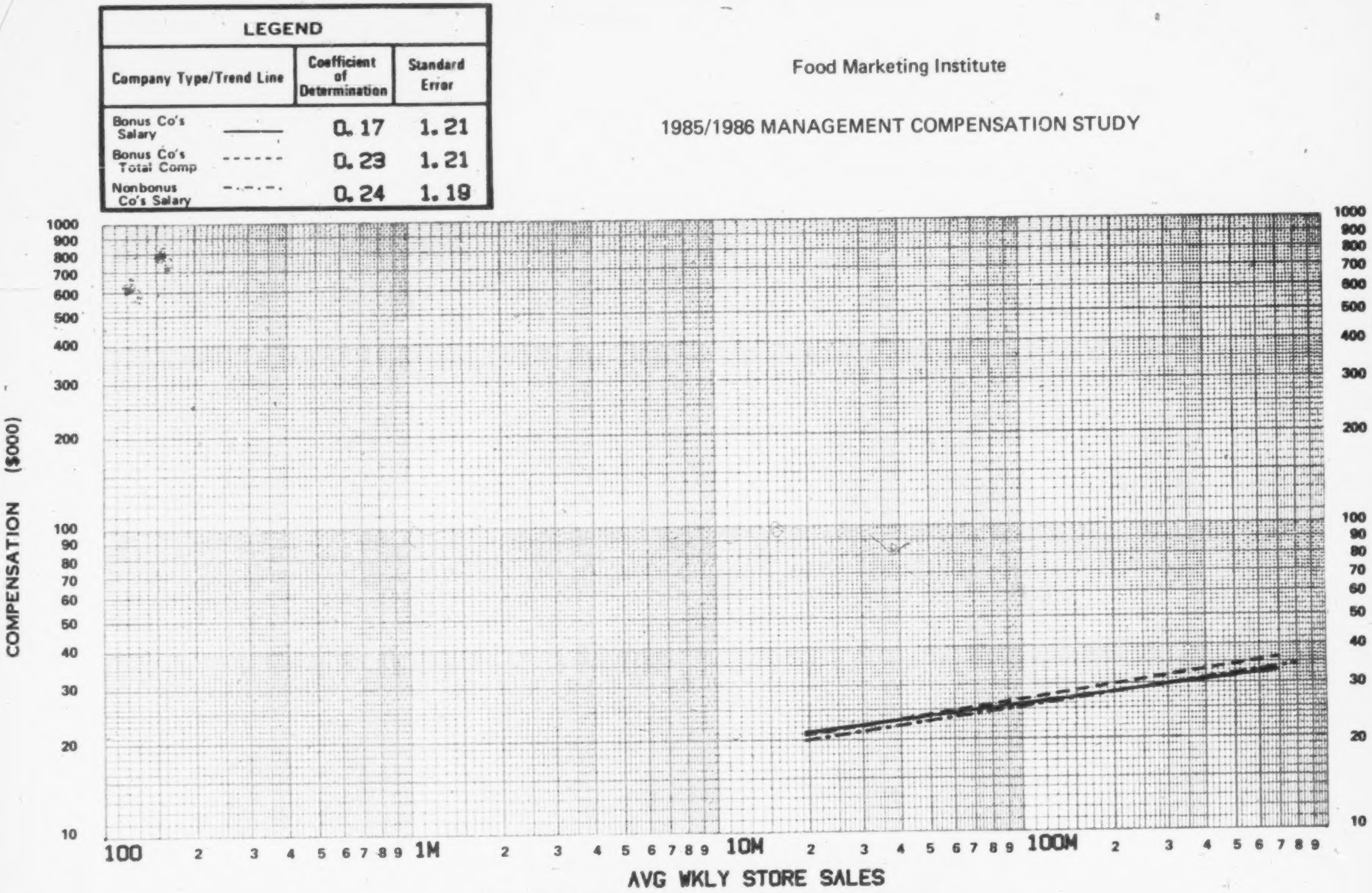
Responsible for managing the activity of an individual retail store in conjunction with, or in absence of, Store Manager. Insures profitable operation of all departments in the store. Implements company merchandising and inventory programs. Schedules work loads, hires and trains store personnel, and resolves all store personnel problems. Has total responsibility for store operations when Store Manager is absent. May be a training position.

SCOPE AVERAGE WEEKLY STORE SALES ($THOU)		BONUS COMPANIES				
Range	Weighted, Group Average	Salary	Bonus	Total Compensation	NONBONUS COMPANIES SALARY	NUMBER OF INCUMBENTS
$250.0 and Above	$337.9	$33.9	$ 2.9	$36.8	$32.8	1,006
249.9 to 200.0	233.0	27.7	1.6	29.3	29.8	234
199.9 to 150.0	175.0	29.0	1.2	30.2	27.6	323
149.9 to 100.0	126.5	25.4	1.3	26.7	25.2	534
99.9 to 75.0	89.0	26.1	0.7	26.8	24.5	132
74.9 and Below	58.1	23.4	0.3	23.7	23.1	298
NO SCOPE REPORTED		26.0	1.2	27.2	27.7	567
POSITION AVERAGE	**$216.7**	**$29.0**	**$ 1.8**	**$30.8**	**$27.9**	**3,094**

NOTE: Only nine companies indicated that their Assistant/Co-Store Managers are unionized; therefore, all data for this position are combined.

Food Marketing Institute

1985/1986 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #43 - ASSISTANT/CO-STORE MANAGER

1985-1986 MANAGEMENT COMPENSATION SURVEY FOR WHOLESALERS AND LARGE RETAILERS
NATIONAL SUMMARY

SURVEY POSITION #44: MEAT DEPARTMENT MANAGER

Directs and controls the operation of the store's meat department. Supervises department personnel. Participates in determining quality and quantities of merchandise. Orders merchandise and supplies. Receives and displays stock.

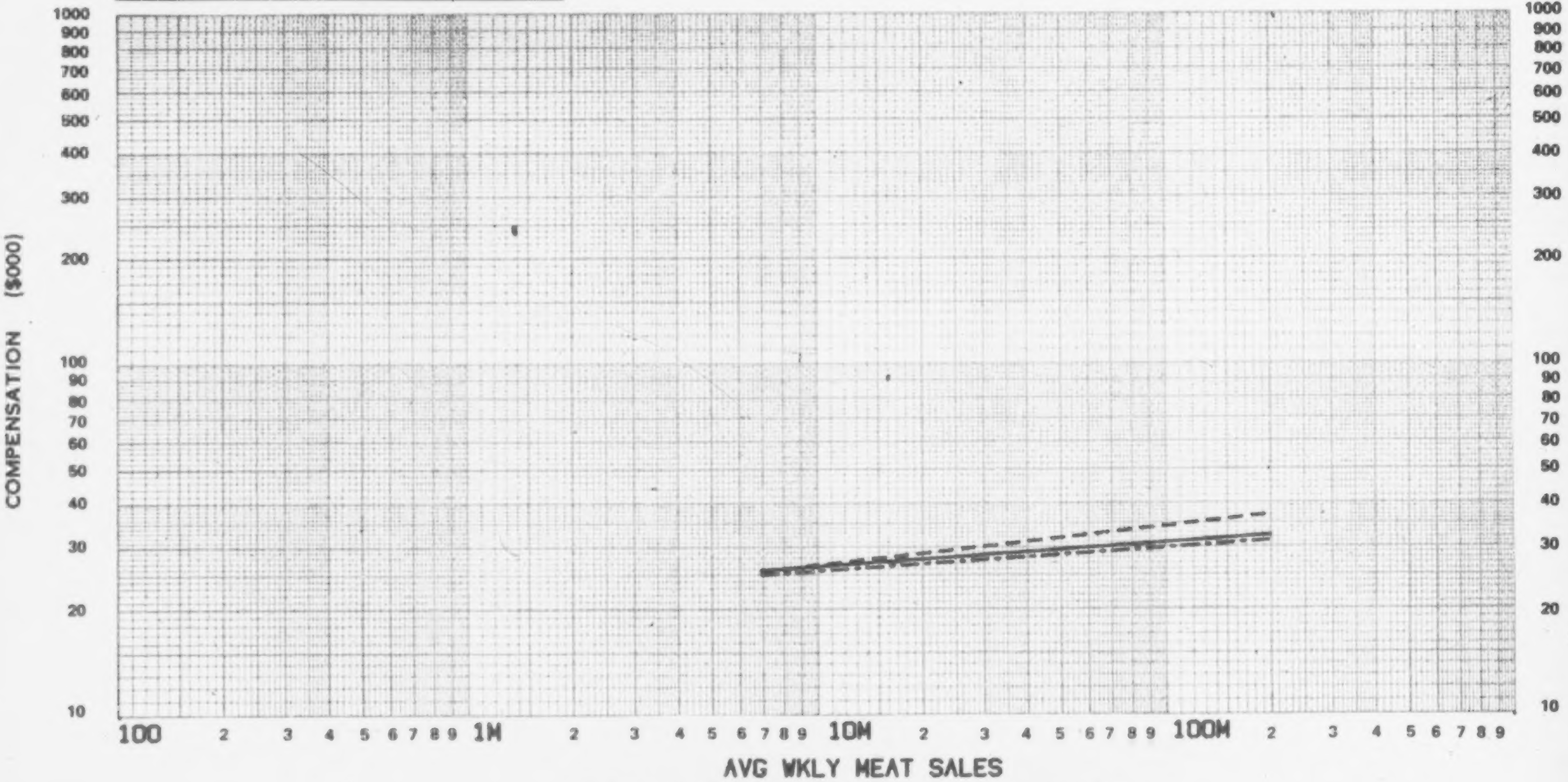
SCOPE AVERAGE WEEKLY MEAT SALES ($THOU)		BONUS COMPANIES				
Range	Weighted Group Average	Salary	Bonus	Total Compensation	NONBONUS COMPANIES SALARY	NUMBER OF INCUMBENTS
$ 50.0 and Above	$ 67.0	$31.4	$ 5.2	$36.6	$30.1	313
49.9 to 35.0	41.3	30.7	1.7	32.4	29.3	245
34.9 to 25.0	28.7	26.6	1.7	28.3	29.0	463
24.9 to 15.0	19.4	31.2	0.5	31.7	27.5	410
14.9 and Below	11.5	28.3	0.6	28.9	25.2	326
NO SCOPE REPORTED		29.3	2.0	31.3	28.5	705
POSITION AVERAGE	**$ 31.9**	**$29.0**	**$ 2.1**	**$31.1**	**$28.1**	**2,462**

NOTE: This summary exhibit and the trend line on the facing page reflect pay levels for all Meat Department Managers -- union and nonunion combined.

Exhibits on the following pages show Meat Department Managers who are union members (pages 262 - 269) and those who are nonunion (pages 270 - 275).

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.08	1.18
Bonus Co's Total Comp	------	0.11	1.22
Nonbonus Co's Salary	-.-.-.	0.05	1.20



SURVEY POSITION #44 - MEAT DEPARTMENT MANAGER

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER -- UNION

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$70.0				$ 33.7	$ 29.7	$ 33.7	$ 35.0	5.0	1.0	45.0	17.0	F	E
AND ABOVE	$ 31.2	$ 1.0	$ 32.2										
				31.1				5.0	1.0	40.0		F	F
				31.1				5.0	1.0	40.0		F	F
	30.0	1.2	31.2		24.0	28.5	33.0	5.0	1.0	44.0	12.0	A	A
				29.8				5.0		40.0	15.0	F	E
				24.5				5.0	2.0				
				22.0	21.0	22.0	23.0			42.0	5.0	E	E
	------	------	------	------									
NO. IN POS: 86													
$ 73.7 WT'D AVG:	$ 31.2	$ 1.0	$ 32.2	$ 31.0									
$69.9				$ 37.9									
TO	$ 31.0	$ 6.0	$ 37.0					5.0		40.0	15.0	F	F
$50.0				30.9				5.0	1.0	40.0	12.0	E	F
				30.6									
				30.0				5.0		44.0	13.0	D	E
	29.7	12.8	42.5					5.0	1.0	44.0	15.0	200	
				28.3				5.0	.5	44.0			E
				27.4				5.5	1.0	44.0	26.0	E	E
				26.7				5.0	2.0	45.0	1.0	G	G
				22.7	$ 17.5	$ 23.3	$ 29.0	6.0	5.0	50.0	3.0	B	B
				22.0				5.0		40.0		E	E
	------	------	------	------									
NO. IN POS: 113													
$ 56.2 WT'D AVG:	$ 30.8	$ 6.9	$ 37.7	$ 29.3									

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER-- UNION

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$49.9				$ 37.9									
TO				35.2	$ 32.0	$ 35.2	$ 37.0	5.0	1.0	45.0	17.0		E
$40.0				33.7	29.7	33.7	35.0	5.0	1.0	45.0	17.0	F	E
				31.1				5.0	1.0	40.0		F	F
				30.9				5.0	1.0	40.0	12.0	E	F
				29.8				5.0		40.0	15.0	F	E
	$ 29.7	$ 11.0	$ 40.7					5.0	1.0	44.0	15.0	200	
				27.4				5.5	1.0	44.0	26.0	E	E
				26.7				5.0	2.0	45.0	1.0	G	G
				23.6				5.0		40.0		E	E
				15.0	20.0	21.6	23.1	6.0	5.0	50.0	3.0	B	B
NO. IN POS: 110													
$ 41.5 WT'D AVG:	$ 29.7	$ 11.0	$ 40.7	$ 29.9									
$39.9				$ 35.9				6.0		48.0	52.0	E	F
TO	$ 31.2	$ 1.0	$ 32.2										
$35.0				30.4				5.0		42.0	12.0	F	E
				28.3				5.0	.5	44.0			E
	26.9	0.0	26.9					5.0		40.0			
	26.3	0.0	26.3					5.0		40.0			
				24.5				5.0	2.0				
				23.1	$ 22.3	$ 23.6	$ 24.8	5.0	2.0	40.0			E
NO. IN POS: 42													
$ 37.6 WT'D AVG:	$ 30.9	$ 1.0	$ 31.8	$ 27.0									

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER -- UNION

SCOPE AVG WKLY MEAT SALES ($THOU)		BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$34.9					$ 33.7	$ 29.7	$ 33.7	$ 35.0	5.0	1.0	45.0	17.0	F	E
TO					32.0				6.0	5.0	50.0	3.0	B	B
$30.0		$ 31.2	$ 1.0	$ 32.2										
					31.1				5.0	1.0	40.0		F	F
					29.8				5.0		40.0	15.0	F	E
		29.7	8.9	38.6					5.0	1.0	44.0	15.0	200	
					26.7				5.0	2.0	45.0	1.0	G	G
					24.5				5.0	2.0				
		23.3	0.0	23.3					5.0		40.0			
NO. IN POS: 68														
$ 30.6	WT'D AVG:	$ 30.3	$ 2.9	$ 33.2	$ 29.5									
$29.9					$ 37.9									
TO					35.9				6.0		48.0	52.0	E	F
$25.0					35.2	$ 32.0	$ 35.2	$ 37.0	5.0	1.0	45.0	17.0		E
		$ 34.3	$ 4.3	$ 38.6		32.7	34.3	35.8	6.0	1.0	48.0	2.0	E	E
					30.9				5.0	1.0	40.0	12.0	E	F
					30.4	28.0	30.4	32.0	5.0	1.0	45.0	17.0	E	E
					30.4				5.0		42.0	12.0	F	E
					30.0				5.0		40.0		E	E
					28.3				5.0	.5	44.0			E
					27.4				5.5	1.0	44.0	26.0	E	E
		26.9	0.0	26.9					5.0		40.0			
					26.0				5.0	1.0	40.0	12.0	E	F
					24.6	22.3	22.6	24.8	5.0	2.0	40.0		0	E
					22.7				5.0		40.0		E	E
NO. IN POS: 111														
$ 28.7	WT'D AVG:	$ 32.8	$ 3.5	$ 36.3	$ 30.1									

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER -- UNION

SCOPE AVG WKLY MEAT SALES ($THOU)		BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$24.9					$ 37.9									
TO					35.9				6.0		48.0	52.0	E	F
$20.0		$ 31.2	$ 1.0	$ 32.2										
					31.1				5.0	1.0	40.0		F	F
					29.9				5.0		40.0		E	E
		29.7	8.8	38.5					5.0	1.0	44.0	15.0	200	
					26.4				5.0	2.0	45.0	1.0	G	G
					26.0				5.0	1.0	40.0	12.0	E	F
					24.5				5.0	2.0				
		23.2	0.0	23.2					5.0		40.0			
					22.3				5.0		40.0		E	E
NO. IN POS: 99														
$ 21.2	WT'D AVG:	$ 28.5	$ 2.9	$ 31.4	$ 28.5									
$19.9		$ 36.5	$ 0.0	$ 36.5		$ 34.8	$ 36.5	$ 38.1	6.0	1.0	48.0	2.0	E	E
TO					$ 33.7	29.7	33.7	35.0	5.0	1.0	45.0	17.0	F	E
$15.0					30.4				5.0		42.0	12.0	F	E
					30.4				5.0		42.0	12.0	F	E
					29.0								E	
					27.5				5.0		42.0	52.0	F	G
					27.4	24.2	27.0	29.0	5.0	2.0	40.0	17.0	E	E
					27.4				5.5	1.0	44.0	26.0	E	E
		27.1	0.0	27.1					5.0		40.0			
		26.9	0.0	26.9					5.0		40.0			
					26.0				5.0	1.0	40.0	12.0	E	F
					24.1				5.0	.5	44.0			E
					23.5	22.3	23.6	24.8	5.0	2.0	40.0			E
NO. IN POS: 202														
$ 18.1	WT'D AVG:	$ 34.2	$ 0.0	$ 34.2	$ 27.7									

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER -- UNION

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$14.9				$ 37.9									
TO	$ 36.6	$ 0.0	$ 36.6		$ 34.6	$ 36.9	$ 39.1	6.0	1.0	48.0	2.0	E	E
$10.0				35.9				6.0		48.0	52.0	E	F
				30.4				5.0		42.0	12.0	F	E
				27.4				5.5	1.0	44.0	26.0	E	E
				26.4				5.0	2.0	45.0	1.0	G	G
	26.2	0.0	26.2					5.0		40.0			
				26.0				5.0	1.0	40.0	12.0	E	F
				24.9				5.0	1.0	45.0	26.0	E	E
				24.5				5.0	2.0				
				22.3				6.0	5.0	50.0	3.0	B	B
				21.4				5.0		40.0		E	E
				16.9				5.0	.5	44.0			E
NO. IN POS: 188													
$ 12.3 WT'D AVG:	$ 35.7	$ 0.0	$ 35.7	$ 25.6									
$9.9				$ 30.9				5.0	1.0	40.0	12.0	E	F
AND BELOW				29.6				5.0		40.0		E	E
				27.5				5.0		41.5		F	G
				26.0				5.0	1.0	40.0	12.0	E	F
				22.6	$ 22.3	$ 23.6	$ 24.8	5.0	2.0	40.0			E
NO. IN POS: 20													
$ 9.1 WT'D AVG:				$ 26.4									

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT
MANAGER -- UNION

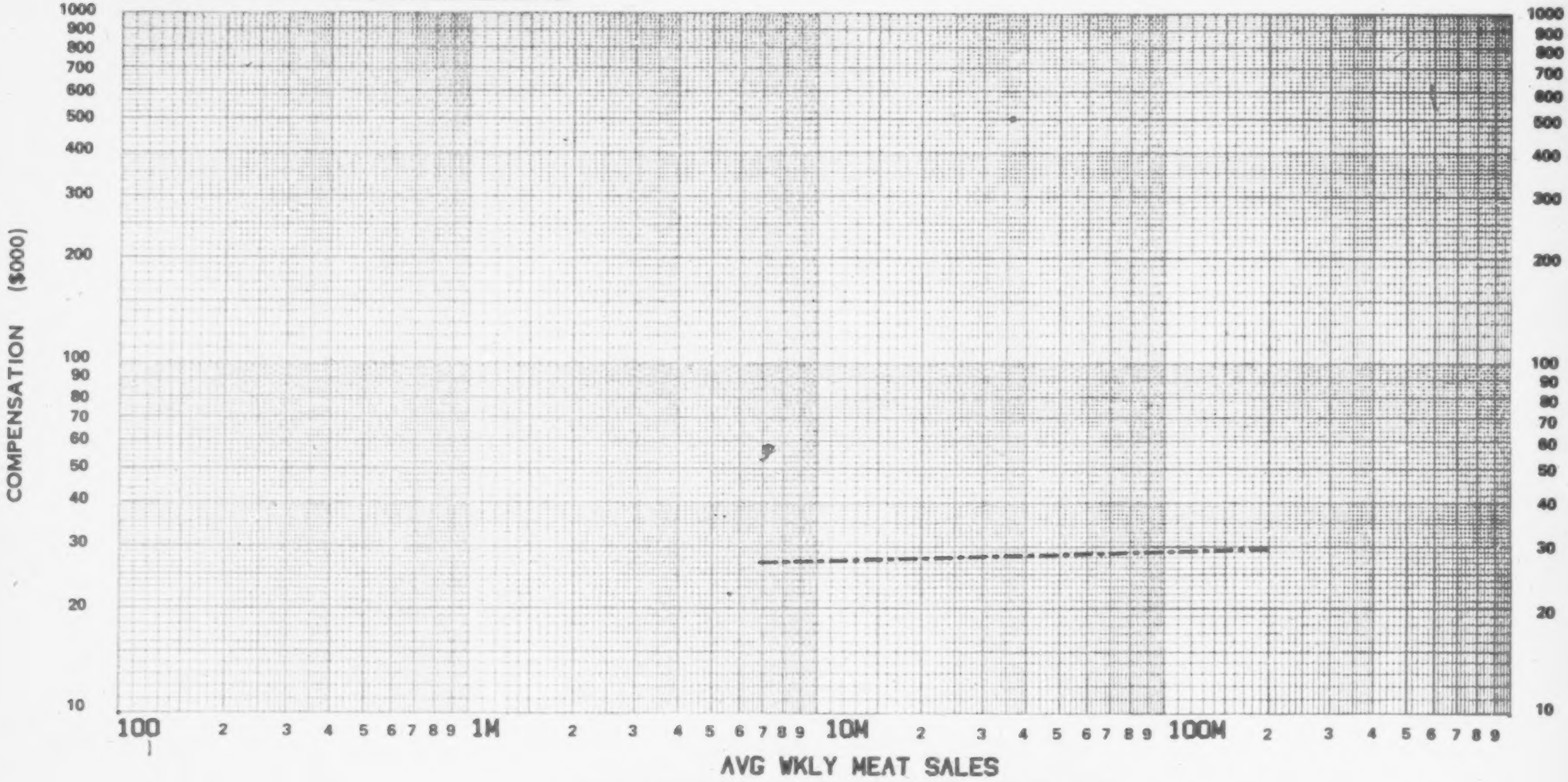
SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	 # NTS.	 # HRS.	 # SUN.	 SUN. PAY	 HOL. PAY
NO SCOPE	$ 35.4	$ 1.0	$ 36.4					5.0		40.0	26.0	E	G
REPORTED	35.4	1.0	36.4					5.0		40.0	26.0	E	G
				$ 31.2	$ 29.5	$ 30.9	$ 32.2						
				31.0	30.0	30.8	32.2						
				30.9	30.4	30.9	32.2						
				30.8	27.2	31.5	32.3						
				30.3	28.6	30.4	31.7						
	30.2	0.0	30.2					5.0	1.0	40.0	13.0	F	F
	30.2	0.1	30.3					5.0	1.0	40.0	13.0	F	F
	30.2	0.3	30.5					5.0	1.0	40.0	13.0	F	F
	30.2	0.6	30.8					5.0	1.0	40.0	13.0	F	F
				30.1				5.0	1.0	40.0	12.8	E	F
				30.1	30.4	32.8	34.3						
				29.8				5.0	1.0	40.0	12.8	E	F
				29.4				5.0	1.0	40.0	12.8	E	F
				29.4				5.0	1.0	40.0	12.8	E	F
				29.4				5.0	1.0	40.0	12.8	E	F
				28.8				5.0	1.0	40.0	12.8	E	F
				28.7				5.0	1.0	40.0	1.0	E	E
NO. IN POS: 376 WT'D AVG:	$ 30.5	$ 0.2	$ 30.7	$ 29.8									
NO. IN POS: 1415 POSITION $ 31.1 AVG:	$ 31.6	$ 1.4	$ 33.0	$ 28.7									

Food Marketing Institute

1985/1986 MANAGEMENT COMPENSATION STUDY

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———		
Bonus Co's Total Comp	------		
Nonbonus Co's Salary	-.-.-.	0.01	1.19



SURVEY POSITION #44 - MEAT DEPARTMENT
MGR -- UNION

FOOD MARKETING INSTITUTE
1986-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT
MANAGER -- NON-UNION

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$50.0				$ 41.2					.5	44.0			E
AND ABOVE	$ 35.0	$ 2.8	$ 37.8		$ 24.6	$ 30.8	$ 36.9	5.0	2.0	45.0	11.0	160	160
	34.4	14.4	48.8					5.5	1.0	48.0		B	D
				31.9	30.0	31.9	33.8	5.0		45.0		B	A
	31.2	0.5	31.7					5.2		42.3	7.7		
				31.2				5.5	1.0	44.0	26.0	E	E
				30.0									
				29.9									
				29.9									
				29.3									
	29.2	0.0	29.2		27.6	29.6	31.7	5.0	1.0	45.0	26.0	E	E
	29.0	1.5	30.5		27.0	28.8	30.7	5.0	1.0	45.0	26.0	E	E
	28.9	0.8	29.7					5.0	1.0	48.0	13.0	C	C
	28.6	0.8	29.4					5.0	1.0	48.0	13.0	C	C
				28.5				5.0	1.0	40.0	13.0	E	E
				28.2	24.6	28.2	31.8						
	26.0	1.2	27.2		22.0	26.0	30.0	5.0	1.0	48.0	12.0	A	A
NO. IN POS: 113													
$ 72.7 WT'D AVG:	$ 32.0	$ 8.1	$ 40.1	$ 30.3									
$49.9				$ 34.2	$ 29.9	$ 32.8	$ 34.3	5.0	2.0	45.0	10.0	240	C
TO	$ 33.2	$ 1.7	$ 34.9		24.6	30.8	36.9	5.0	2.0	45.0	11.0	160	160
$40.0				32.4	30.2	32.4	34.6	5.0		45.0		B	A
				30.8									
	30.8	0.9	31.7					4.8		46.3	3.7		
				28.6				5.2	1.0	43.0	20.0	E	E
				28.2	24.6	28.2	31.8						
	27.9	1.1	29.0		26.5	28.0	29.6	5.0	1.0	45.0	26.0	E	E
NO. IN POS: 76													
$ 43.4 WT'D AVG:	$ 29.9	$ 1.2	$ 31.1	$ 29.7									

FOOD MARKETING INSTITUTE
1986-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER -- NON-UNION

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	 # NTS.	 # HRS.	 # SUN.	 SUN. PAY	 HOL. PAY
$39.9	$ 39.5	$ 1.8	$ 41.3					5.5		55.0	12.0	B	A
TO				$ 32.2	$ 29.1	$ 31.7	$ 33.3	5.0	2.0	45.0	10.0	240	C
$30.0	32.0	1.5	33.5		24.6	30.8	36.9	5.0	2.0	45.0	11.0	160	160
				28.3									
				28.2									
				27.6				5.0	1.0	40.0	13.0	E	E
				26.8				5.0	1.0	40.0	13.0	E	E
	26.5	0.4	26.9		24.9	26.0	27.0	5.0		40.0	12.0	B	B
	26.5	1.1	27.6					5.0		40.0	12.0	B	B
	26.0	0.0	26.0					5.0	2.0	43.0			
				19.9				5.0	.5	44.0			E
				19.8				5.0	.5	44.0			E
NO. IN POS: 79													
$ 31.9 WT'D AVG:	$ 27.3	$ 0.3	$ 27.6	$ 26.6									

FOOD MARKETING INSTITUTE
1986-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER -- NON-UNION

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$29.9	$ 38.8	$ 1.6	$ 40.4					5.5		55.0	12.0	B	A
TO	37.0	1.3	38.3					5.5		55.0	12.0	B	A
$20.0				$ 29.9									
	29.8	0.4	30.2		$ 24.6	$ 30.8	$ 36.9	5.0	2.0	45.0	11.0	160	160
				29.7									
				28.2	24.6	28.2	31.8						
	27.8	1.6	29.4					4.8		47.1	2.9		
	27.5	1.0	28.5		26.5	28.0	29.6	5.0	1.0	45.0	26.0	E	E
				27.1									
				26.8	25.5	27.0	28.5	5.0		45.0		B	A
	26.5	0.0	26.5		24.9	26.0	27.0	5.0		40.0	12.0	B	B
	26.1	0.8	26.9		25.5	26.9	28.3	5.0	1.0	45.0	26.0	E	E
				25.3	22.6	25.2	27.8						
	24.4	2.0	26.4		22.2	24.7	27.1						
	17.0	0.8	17.8		14.9	16.0	18.2	5.0	1.0	44.0	20.0	A	A
NO. IN POS: 277													
$ 26.0 WT'D AVG:	$ 26.0	$ 1.7	$ 27.7	$ 28.4									

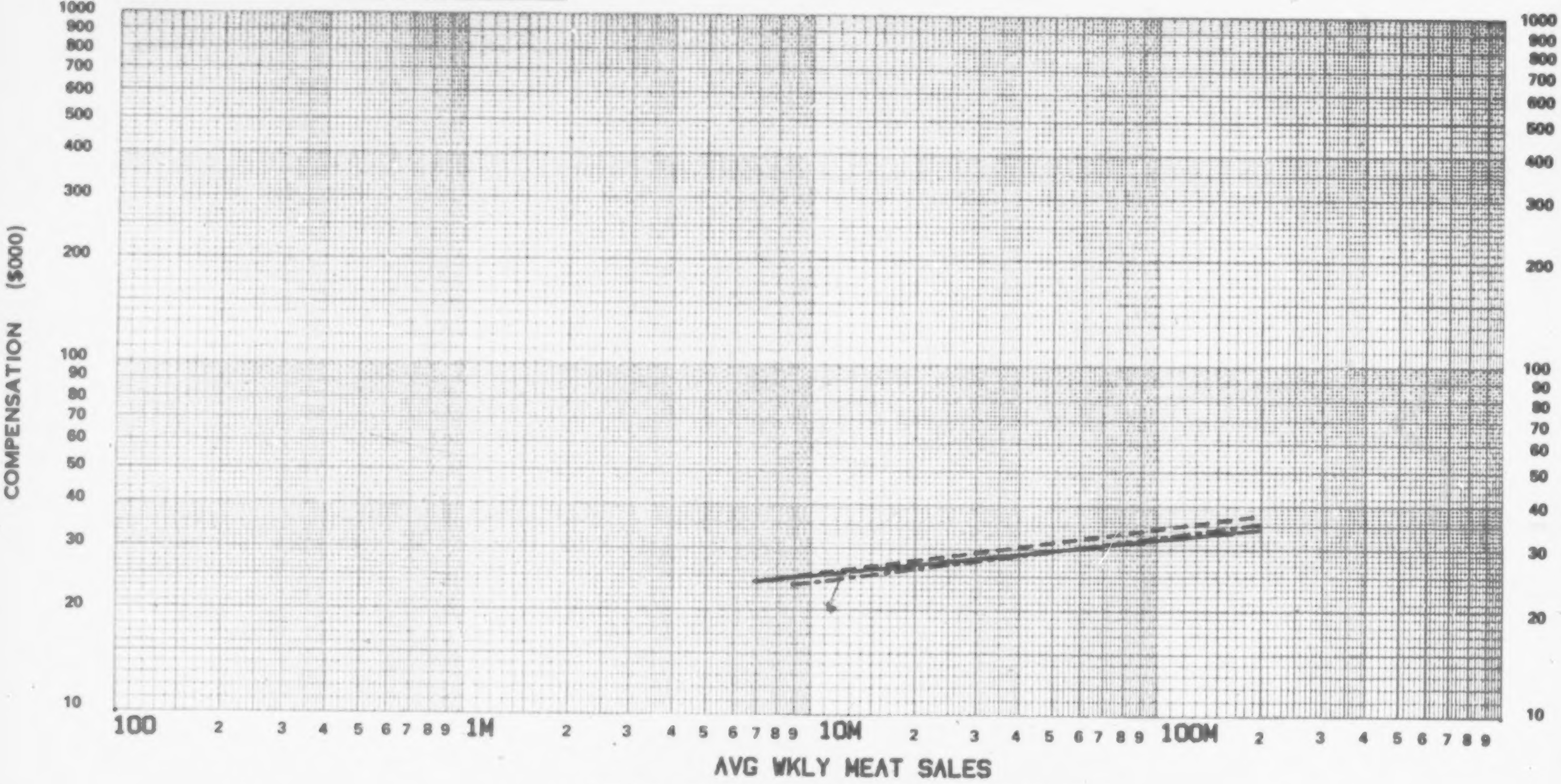
FOOD MARKETING INSTITUTE
1986-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER -- NON-UNION

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$19.9	$ 35.3	$ 0.7	$ 36.0					5.5		55.0	12.0	B	A
AND BELOW				$ 31.1	$ 29.1	$ 31.7	$ 33.3	5.0	2.0	45.0	10.0	240	C
				30.2									
				29.6	29.1	31.7	33.3	5.0	2.0	45.0	10.0	240	C
				28.7	25.7	28.4	31.2	5.0		45.0		E	E
				28.6				5.0	1.0	42.0	20.0	E	E
	27.3	0.5	27.8		25.5	26.9	28.3	5.0	1.0	45.0	26.0	E	E
				26.2				5.0	1.0	40.0	13.0	E	E
				24.7	18.1	24.0	29.7	5.0		45.0		E	E
	22.9	0.0	22.9		21.4	22.3	23.2	5.0		40.0	12.0	B	B
				19.4				5.0	.5	44.0			E
				18.9				5.0	.5	44.0			E
	16.3	1.3	17.6		14.9	16.0	17.8	5.0	1.0	44.0	20.0	A	A
NO. IN POS: 141													
$ 12.3 WT'D AVG:	$ 23.0	$ 0.9	$ 23.9	$ 25.6									

FOOD MARKETING INSTITUTE
1986-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER -- NON-UNION

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE REPORTED				$ 36.0				5.0		40.0		E	E
				35.0									
	$ 32.3	$ 2.2	$ 34.5					5.0		40.0			
				31.6				5.0		40.0		E	E
	30.2	2.6	32.8		$ 27.6	$ 29.1	$ 32.8	5.0		45.0	2.0	95	95
				29.4				5.0		40.0		E	E
				29.0									
	28.6	2.6	31.2		27.0	28.1	31.2	5.0		45.0	2.0	95	95
				28.1				5.0		40.0		E	E
	28.0	7.0	35.0		30.0	35.0	40.0	5.5		45.0			
				27.2									
	27.0	24.0	51.0					5.5		55.0	52.0		
				26.0									
	26.0	7.0	33.0		29.0	33.0	35.0	5.0		45.0			
	26.0	1.6	27.6		25.0	27.8	28.6	5.0		45.0	2.0	95	95
	26.0	1.8	27.8		25.0	27.8	28.6	5.0		45.0	2.0	95	95
				25.1									
				24.9				5.0	1.0	43.0	26.0	E	E
				24.3				5.0	1.0	43.0	26.0	E	E
				24.1				5.0	1.0	43.0	26.0	E	E
	23.8	0.8	24.6					5.5		50.0	1.0		
				23.7				5.0	1.0	43.0	26.0	E	E
				23.1									
	22.4	0.8	23.2					5.5		47.5	1.0		
	22.0	0.8	22.8					5.5		52.5	1.0		
				20.1									
	19.6	0.7	20.3					5.5		46.5	1.0		
				19.5									
	17.0	2.0	19.0		16.0	19.0	23.0	5.0		45.0			
NO. IN POS: 329 WT'D AVG:	$ 28.1	$ 3.8	$ 31.9	$ 27.0									
NO. IN POS: 1015 $ 33.5 POSITION AVG:	$ 27.1	$ 2.6	$ 29.7	$ 27.6									

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	——	0.13	1.21
Bonus Co's Total Comp	------	0.17	1.23
Nonbonus Co's Salary	-.-.-.	0.25	1.15



SURVEY POSITION #44 - MEAT DEPARTMENT MGR -- NON-UNION

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 45 - WAREHOUSE MANAGER (W/TRANSPORTATION)

Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse. Has responsibility for all transportation activities.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$1500.0 AND ABOVE		$ 95.5	$ 0.0	$ 95.5				
	ASST. V.P./DIR	64.4	0.0	64.4		$ 42.2	$ 55.3	$ 67.9
	ASST. V.P./DIR	64.3	0.0	64.3		42.2	55.3	67.9
	ASST. V.P./DIR	63.8	0.0	63.8		42.2	55.3	67.9
	ASST. V.P./DIR	63.0	0.0	63.0		42.2	55.3	67.9
	ASST. V.P./DIR				$ 60.8	50.0	57.5	65.0
	ASST. V.P./DIR	58.6	5.8	64.4		42.2	55.3	67.9
	DIV. V.P./MGR.				51.7	37.8	50.4	63.0
	VICE PRESIDENT	48.2	4.3	52.5				
	VICE PRESIDENT	44.0	5.3	49.3				
	DIV. V.P./MGR.	41.8	0.0	41.8				
	NO IN POSITION: 39							
$ 3969.8	WEIGHTED GROUP AVG:	$ 49.1	$ 1.2	$ 50.3	$ 53.0			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 45 - WAREHOUSE MANAGER (W/TRANSPORTATION)

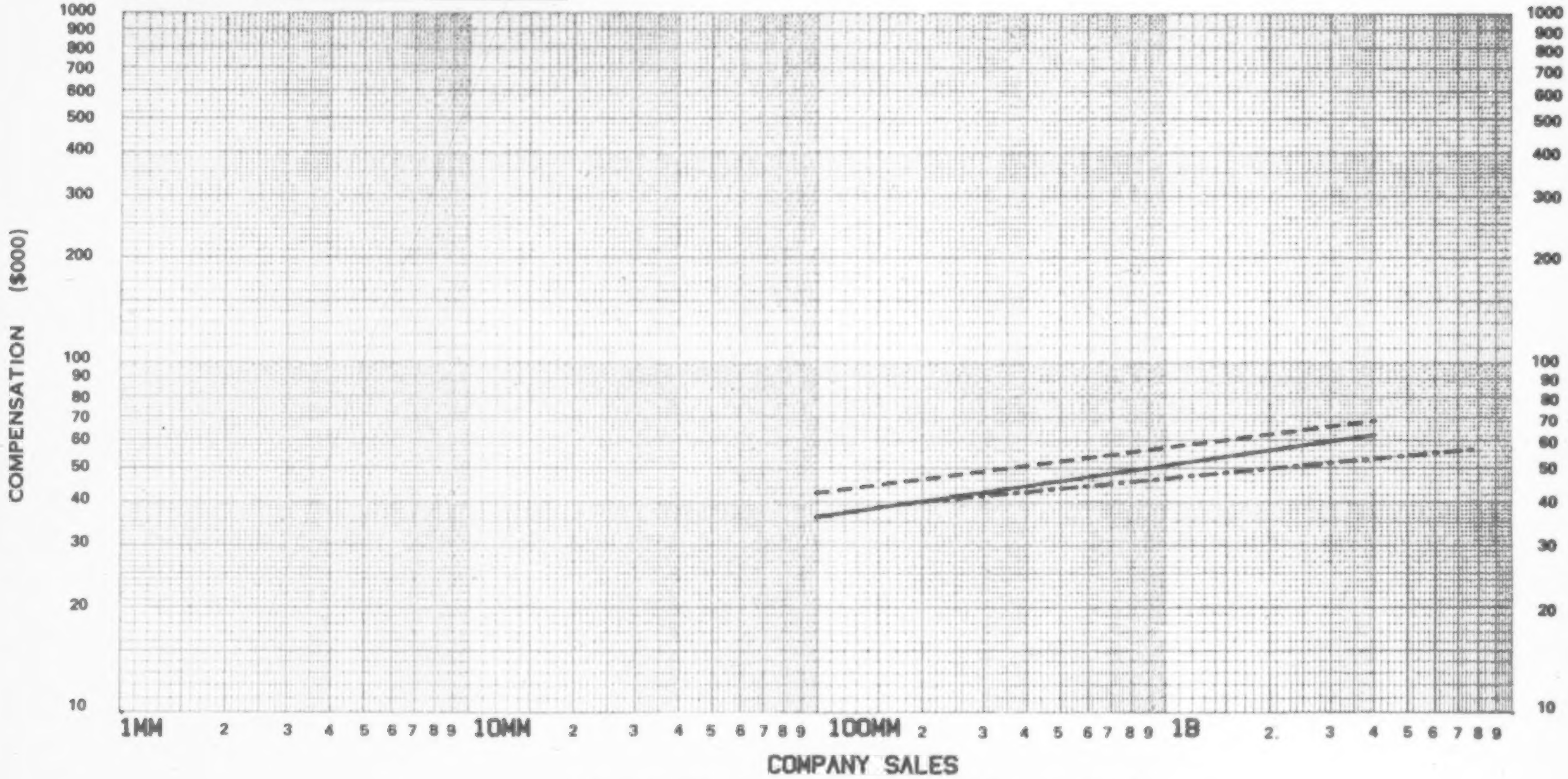
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$1499.9	SENIOR V.P.	$ 64.2	$ 8.0	$ 72.2		$ 44.4	$ 59.2	$ 74.0
TO	VICE PRESIDENT				$ 62.6	53.8	67.4	80.8
$500.0	VICE PRESIDENT	62.0	7.5	69.5				
	REG. V.P./MGR.	53.0	13.0	66.0				
	VICE PRESIDENT	49.9	4.9	54.8		41.9	52.4	62.8
	ASST. V.P./DIR	46.8	3.7	50.5				
	REG. V.P./MGR.	46.4	6.4	52.8				
	REG. V.P./MGR.	40.9	42.6	83.5				
	VICE PRESIDENT	40.0	5.0	45.0				
	DIV. V.P./MGR.	38.6	1.2	39.8		31.1	41.5	51.8
	VICE PRESIDENT				38.6	35.8	43.7	56.9
	REG. V.P./MGR.	38.6	17.0	55.6				
	NO IN POSITION:	17						
$ 839.2	WEIGHTED GROUP AVG:	$ 45.6	$ 8.0	$ 53.6	$ 50.6			
$499.9	VICE PRESIDENT				$ 57.2			
AND BELOW	SENIOR V.P.	$ 53.3	$ 2.7	$ 56.0				
	EXEC. V.P.	52.5	10.0	62.5				
	VICE PRESIDENT	44.2	3.8	48.0				
	EXEC. V.P.				44.0			
	EXEC. V.P.	43.0	20.0	63.0				
	C.O.O.	41.6	5.2	46.8				
	EXEC. V.P.				41.1			
	C.O.O.	38.0	3.5	41.5				
	GROUP EXEC.				37.4			
	GROUP EXEC.	32.0	0.0	32.0				
	ASST. V.P./DIR				26.5	$ 20.9	$ 26.2	$ 31.4
	NO IN POSITION:	12						
$ 279.5	WEIGHTED GROUP AVG:	$ 43.5	$ 6.5	$ 50.0	$ 41.2			
	NO IN POSITION:	68						
$ 2535.9	**POSITION AVERAGE:**	**$ 47.2**	**$ 4.1**	**$ 51.3**	**$ 50.0**			

Food Marketing Institute

1985/1986 MANAGEMENT COMPENSATION STUDY

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.36	1.22
Bonus Co's Total Comp	------	0.27	1.23
Nonbonus Co's Salary	-·-·-·	0.15	1.32



SURVEY POSITION #45 - WAREHOUSE MANAGER
(W/TRANSPORTATION)

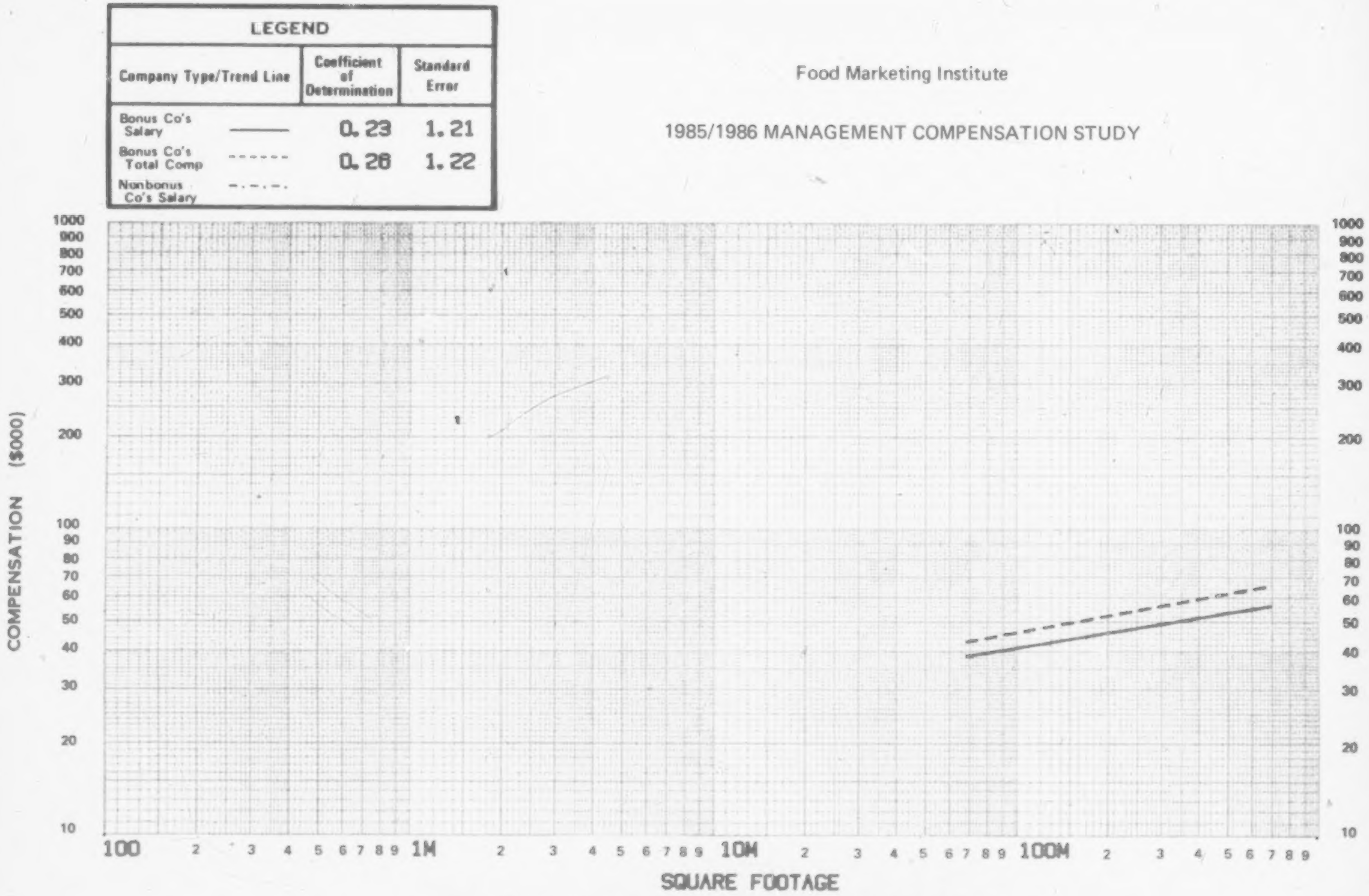
FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 45 - WAREHOUSE MANAGER (W/TRANSPORTATION)

Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse. Has responsibility for all transportation activities.

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
300.0	ASST. V.P./DIR	$ 64.3	$ 0.0	$ 64.3		$ 42.2	$ 55.3	$ 67.9
AND ABOVE	ASST. V.P./DIR	63.8	0.0	63.8		42.2	55.3	67.9
	VICE PRESIDENT				$ 62.6	53.8	67.4	80.8
	ASST. V.P./DIR				60.8	50.0	57.5	65.0
	VICE PRESIDENT	48.2	4.3	52.5				
	VICE PRESIDENT	44.0	5.3	49.3				
	REG. V.P./MGR.	40.9	42.6	83.5				
	NO IN POSITION: 11							
514.1	WEIGHTED GROUP AVG:	$ 50.2	$ 8.3	$ 58.5	$ 61.4			
299.9	ASST. V.P./DIR	$ 64.4	$ 0.0	$ 64.4		$ 42.2	$ 55.3	$ 67.9
TO	ASST. V.P./DIR	63.0	0.0	63.0		42.2	55.3	67.9
200.0	VICE PRESIDENT	49.9	4.9	54.8		41.9	52.4	62.8
	ASST. V.P./DIR	46.8	3.7	50.5				
	C.O.O.	41.6	5.2	46.8				
	REG. V.P./MGR.	38.6	17.0	55.6				
	NO IN POSITION: 7							
262.4	WEIGHTED GROUP AVG:	$ 50.6	$ 5.1	$ 55.7				

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 45 - WAREHOUSE MANAGER (W/TRANSPORTATION)

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
199.9 AND BELOW	ASST V.P./DIR	$ 58.6	$ 5.8	$ 64.4		$ 42.2	$ 55.3	$ 67.9
	REG. V.P./MGR.	53.0	13.0	66.0				
	REG. V.P./MGR.	46.4	6.4	52.8				
	EXEC. V.P.				$ 44.0			
	EXEC. V.P.	43.0	20.0	63.0				
	DIV. V.P./MGR.	41.8	0.0	41.8				
	VICE PRESIDENT				38.6	35.8	43.7	56.9
	C.O.O.	38.0	3.5	41.5				
	GROUP EXEC.				37.4			
	GROUP EXEC.	32.0	0.0	32.0				
	ASST. V.P./DIR				26.5	20.9	26.2	31.4
	NO IN POSITION: 24							
82.8	WEIGHTED GROUP AVG:	$ 42.8	$ 2.4	$ 45.2	$ 36.6			
NO SCOPE REPORTED		$ 95.5	$ 0.0	$ 95.5				
	SENIOR V.P.	64.2	8.0	72.2		$ 44.4	$ 59.2	$ 74.0
	VICE PRESIDENT	62.0	7.5	69.5				
	VICE PRESIDENT				$ 57.2			
	SENIOR V.P.	53.3	2.7	56.0				
	EXEC. V.P.	52.5	10.0	62.5				
	DIV. V.P./MGR.				51.7	37.8	50.4	63.0
	VICE PRESIDENT	44.2	3.8	48.0				
	EXEC. V.P.				41.1			
	VICE PRESIDENT	40.0	5.0	45.0				
	DIV. V.P./MGR.	38.6	1.2	39.8		31.1	41.5	51.8
	NO IN POSITION: 26							
	WEIGHTED GROUP AVG:	$ 50.4	$ 3.6	$ 54.0	$ 51.3			
	NO IN POSITION: 68							
225.7	POSITION AVERAGE:	$ 47.2	$ 4.1	$ 51.3	$ 50.0			



Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.23	1.21
Bonus Co's Total Comp	- - - - - -	0.28	1.22
Nonbonus Co's Salary	-.-.-.		

SURVEY POSITION #45 - WAREHOUSE MANAGER (W/TRANSPORTATION)

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - WAREHOUSE MANAGER (WITHOUT TRANS.)

Responsibility for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$1000.0 AND ABOVE	VICE PRESIDENT	$ 71.5	$ 8.3	$ 79.8		$ 57.1	$ 71.4	$ 85.6
	VICE PRESIDENT	67.7	7.5	75.2		51.4	64.3	77.2
	EXEC. V.P.				$ 54.3			
	ASST. V.P./DIR				53.5	50.0	57.5	65.0
	GROUP EXEC.	53.3	8.3	61.6		40.6	49.8	59.0
	GROUP EXEC.	50.5	6.7	57.2		40.6	49.8	59.0
	VICE PRESIDENT	46.8	6.7	53.5		36.6	45.2	53.8
	VICE PRESIDENT	45.7	7.0	52.7		28.7	41.3	53.9
	MANAGER				44.9	34.0	43.4	52.8
	VICE PRESIDENT				44.7	39.3	45.2	51.2
	MANAGER				44.3	34.0	43.4	52.8
	MANAGER				42.5	30.8	41.0	51.3
	MANAGER				40.8	34.0	43.4	52.8
	MANAGER				39.9	34.0	43.4	52.8
	MANAGER				39.3	30.1	38.4	46.7
	DIV. V.P./MGR.				39.0	36.8	46.0	55.2
	DIV. V.P./MGR.				38.3	28.8	36.0	43.2
	DIV. V.P./MGR.				37.0	28.8	36.0	43.2
	DIV. V.P./MGR.				34.3	28.8	36.0	43.2
	DIV. V.P./MGR.				33.5	28.8	36.0	43.2
	DIV. V.P./MGR.				31.3	28.8	36.0	43.2
	DIV. V.P./MGR.				30.3	28.8	36.0	43.2
	DIV. V.P./MGR.				29.8	28.8	36.0	43.2
	NO IN POSITION:	35						
$ 3260.0	WEIGHTED GROUP AVG:	$ 59.8	$ 7.7	$ 67.4	$ 41.1			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - WAREHOUSE MANAGER (WITHOUT TRANS.)

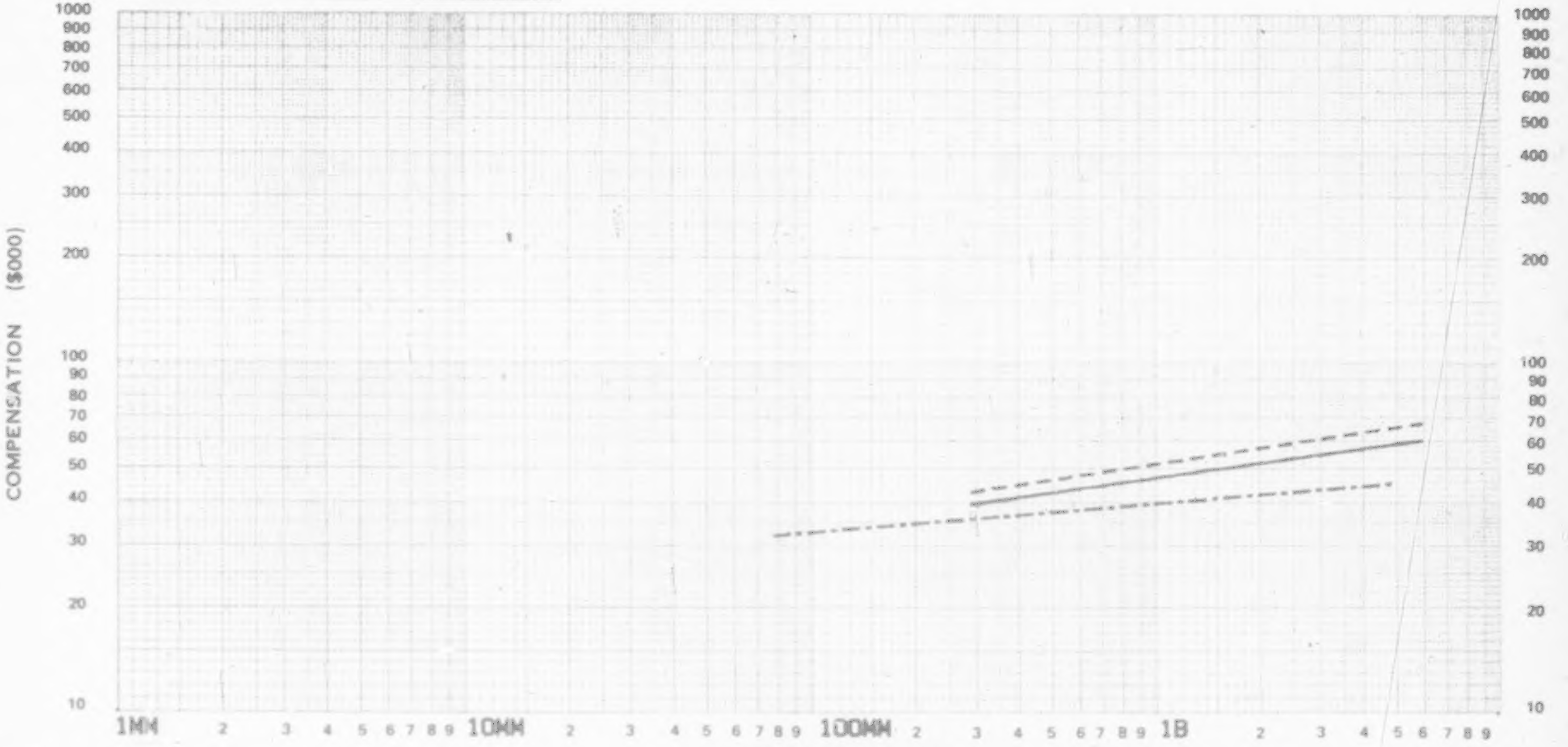
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9	C.O.O.	$ 57.0	$ 0.0	$ 57.0				
TO	VICE PRESIDENT	56.0	9.1	65.1		$ 47.9	$ 63.9	$ 79.9
$750.0	ASST. V.P./DIR				$ 54.5	38.4	49.9	61.4
	ASST. V.P./DIR				52.1	34.3	44.6	54.8
	VICE PRESIDENT				50.5	39.2	48.2	56.9
	ASST. V.P./DIR				50.1	34.3	44.6	54.8
	VICE PRESIDENT	47.2	0.0	47.2				
	VICE PRESIDENT				43.1	37.2	45.7	54.3
	ASST. V.P./DIR				42.9	36.8	45.5	54.2
	VICE PRESIDENT	41.7	2.0	43.7		30.5	38.2	44.0
	DIV. V.P./MGR.	41.0	0.0	41.0				
	ASST. V.P./DIR				40.2	34.9	43.0	51.0
	DIV. V.P./MGR.	40.1	1.0	41.1		34.4	43.0	51.6
	ASST. V.P./DIR				39.1	34.9	43.0	51.0
	ASST. V.P./DIR				37.4	33.0	40.5	47.9
	DIV. V.P./MGR.	37.3	1.0	38.3		39.1	48.8	58.6
	ASST. V.P./DIR				30.1	31.1	38.0	44.8
	NO IN POSITION: 21							
$ 870.1	WEIGHTED GROUP AVG:	$ 44.9	$ 1.9	$ 46.8	$ 43.8			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - WAREHOUSE MANAGER (WITHOUT TRANS.)

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$749.9 AND BELOW	VICE PRESIDENT	$ 71.1	$ 15.0	$ 86.1		$ 41.9	$ 52.4	$ 62.8
	EXEC. V.P.	52.5	10.0	62.5				
	VICE PRESIDENT	51.7	3.7	55.4		43.1	53.9	64.7
	ASST. V.P./DIR				$ 41.0	34.6	43.2	51.8
	ASST. V.P./DIR	38.0	0.5	38.5				
	EXEC. V.P.	37.4	2.0	39.4				
	SENIOR V.P.				35.6	32.8	35.0	40.0
	MANAGER	34.2	15.0	49.2				
	EXEC. V.P.				34.0			
	GROUP EXEC.				31.2			
	NO IN POSITION: 14							
$ 420.6	WEIGHTED GROUP AVG:	$ 47.5	$ 7.7	$ 55.2	$ 35.0			
	NO IN POSITION: 70							
$ 1975.1	POSITION AVERAGE:	$ 50.7	$ 5.5	$ 56.2	$ 40.8			

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.34	1.19
Bonus Co's Total Comp	------	0.33	1.21
Nonbonus Co's Salary	-.-.-.	0.11	1.19



COMPANY SALES

SURVEY POSITION #46 - WAREHOUSE MANAGER
(WITHOUT TRANS.)

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - WAREHOUSE MANAGER (WITHOUT TRANS.)

Responsibility for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse.

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
475.0 AND ABOVE	VICE PRESIDENT	$ 71.1	$ 15.0	$ 86.1		$ 41.9	$ 52.4	$ 62.8
	ASST. V.P./DIR				$ 54.5	38.4	49.9	61.4
	GROUP EXEC.	53.3	8.3	61.6		40.6	49.8	59.0
	VICE PRESIDENT	51.7	3.7	55.4		43.1	53.9	64.7
	VICE PRESIDENT				50.5	39.2	48.2	56.9
	ASST. V.P./DIR				41.0	34.6	43.2	51.8
	DIV. V.P./MGR.	41.0	0.0	41.0				
	DIV. V.P./MGR.	40.1	1.0	41.1		34.4	43.0	51.6
	MANAGER	34.2	15.0	49.2				
	NO IN POSITION: 9							
636.1	WEIGHTED GROUP AVG:	$ 48.6	$ 7.1	$ 55.7	$ 48.7			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - WAREHOUSE MANAGER (WITHOUT TRANS.)

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
474.9	VICE PRESIDENT	$ 71.5	$ 8.3	$ 79.8		$ 57.1	$ 71.4	$ 85.6
AND BELOW	VICE PRESIDENT	56.0	9.1	65.1		47.9	63.9	79.9
	ASST. V.P./DIR				$ 53.5	50.0	57.5	65.0
	ASST. V.P./DIR				52.1	34.3	44.6	54.8
	GROUP EXEC.	50.5	6.7	57.2		40.6	49.8	59.0
	ASST. V.P./DIR				50.1	34.3	44.6	54.8
	VICE PRESIDENT	47.2	0.0	47.2				
	VICE PRESIDENT	46.8	6.7	53.5		36.6	45.2	53.8
	MANAGER				44.9	34.0	43.4	52.8
	MANAGER				44.3	34.0	43.4	52.8
	VICE PRESIDENT				43.1	37.2	45.7	54.3
	ASST. V.P./DIR				42.9	36.8	45.5	54.2
	MANAGER				40.8	34.0	43.4	52.8
	ASST. V.P./DIR				40.2	34.9	43.0	51.0
	MANAGER				39.9	34.0	43.4	52.8
	MANAGER				39.3	30.1	38.4	46.7
	ASST. V.P./DIR				39.1	34.9	43.0	51.0
	DIV. V.P./MGR.				39.0	36.8	46.0	55.2
	DIV. V.P./MGR.				38.3	28.8	36.0	43.2
	ASST. V.P./DIR	38.0	0.5	38.5				
	EXEC. V.P.	37.4	2.0	39.4				
	ASST. V.P./DIR				37.4	33.0	40.5	47.9
	DIV. V.P./MGR.	37.3	1.0	38.3		39.1	48.8	58.6
	DIV. V.P./MGR.				37.0	28.8	36.0	43.2
	SENIOR V.P.				35.6	32.8	35.0	40.0
	DIV. V.P./MGR.				34.3	28.8	36.0	43.2
	EXEC. V.P.				34.0			
	DIV. V.P./MGR.				33.5	28.8	36.0	43.2
	DIV. V.P./MGR.				31.3	28.8	36.0	43.2
	DIV. V.P./MGR.				30.3	28.8	36.0	43.2
	ASST. V.P./DIR				30.1	31.1	38.0	44.8
	DIV. V.P./MGR.				29.8	28.8	36.0	43.2
	NO IN POSITION:	39						
211.1	WEIGHTED GROUP AVG:	$ 52.8	$ 5.1	$ 57.9	$ 39.1			

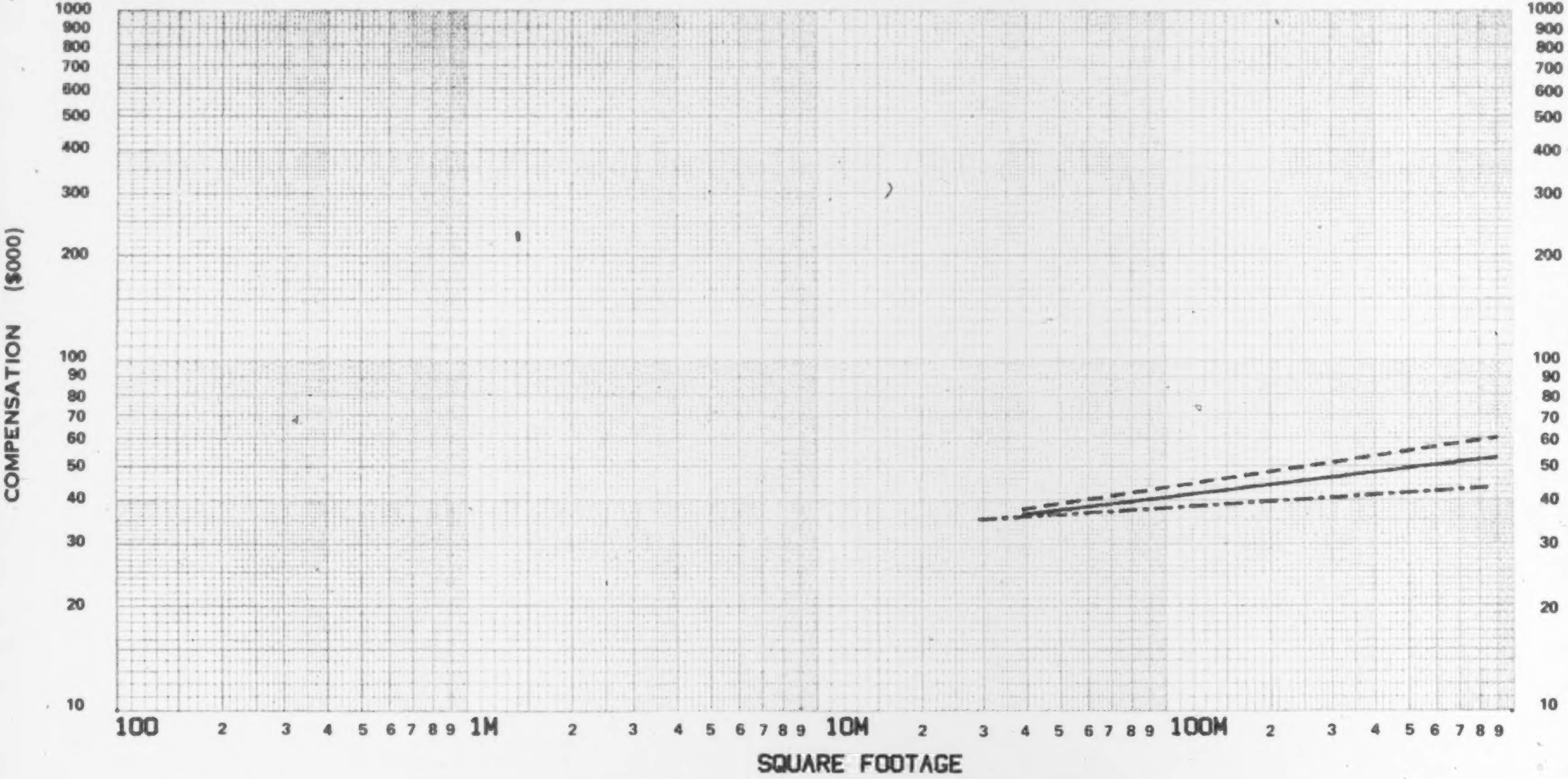
FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - WAREHOUSE MANAGER (WITHOUT TRANS.)

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	VICE PRESIDENT	$ 67.7	$ 7.5	$ 75.2		$ 51.4	$ 64.3	$ 77.2
	C.O.O.	57.0	0.0	57.0				
	EXEC. V.P.				$ 54.3			
	EXEC. V.P.	52.5	10.0	62.5				
	VICE PRESIDENT	45.7	7.0	52.7		28.7	41.3	53.9
	VICE PRESIDENT				44.7	39.3	45.2	51.2
	MANAGER				42.5	30.8	41.0	51.3
	VICE PRESIDENT	41.7	2.0	43.7		30.5	38.2	44.0
	GROUP EXEC.				31.2			
	NO IN POSITION: 22							
	WEIGHTED GROUP AVG:	$ 49.7	$ 4.4	$ 54.1	$ 42.4			
	NO IN POSITION: 70							
290.8	POSITION AVERAGE:	$ 50.7	$ 5.5	$ 56.2	$ 40.8			

Food Marketing Institute

1985/1986 MANAGEMENT COMPENSATION STUDY

LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.19	1.24
Bonus Co's Total Comp ------	0.22	1.28
Nonbonus Co's Salary -.-.-.	0.08	1.19



SURVEY POSITION #46 - WAREHOUSE MANAGER
(WITHOUT TRANS.)

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - TOP DRUG EXECUTIVE

Provides overall direction and control of the company's drug retail centers, including prescription and nonprescription pharmaceuticals. Develops basic objectives, policies and operating plans, including merchandising, product selection and procurement and personnel development. Responsible for the growth and profitability of the drug line.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$600.0 AND ABOVE	C.O.O.	$ 96.5	$ 28.1	$124.6		$ 76.5	$ 95.6	$114.7
	CEO/PRESIDENT	75.0	50.0	125.0				
	SENIOR V.P.	75.0	16.0	91.0		63.0	79.6	95.9
	EXEC. V.P.	60.0	0.0	60.0				
	VICE PRESIDENT	60.0	0.0	60.0				
	C.O.O.	58.5	25.2	83.7				
	EXEC. V.P.	51.0	5.0	56.0		42.8	53.5	64.1
	ASST. V.P./DIR				$ 50.1			
	VICE PRESIDENT				43.3	32.2	40.0	47.7
	VICE PRESIDENT	41.1	12.0	53.1				
	ASST. V.P./DIR	40.5	2.0	42.5		26.9	35.0	40.3
	NO IN POSITION:	11						
$ 1842.1	WEIGHTED GROUP AVG:	$ 62.0	$ 15.3	$ 77.3	$ 46.7			

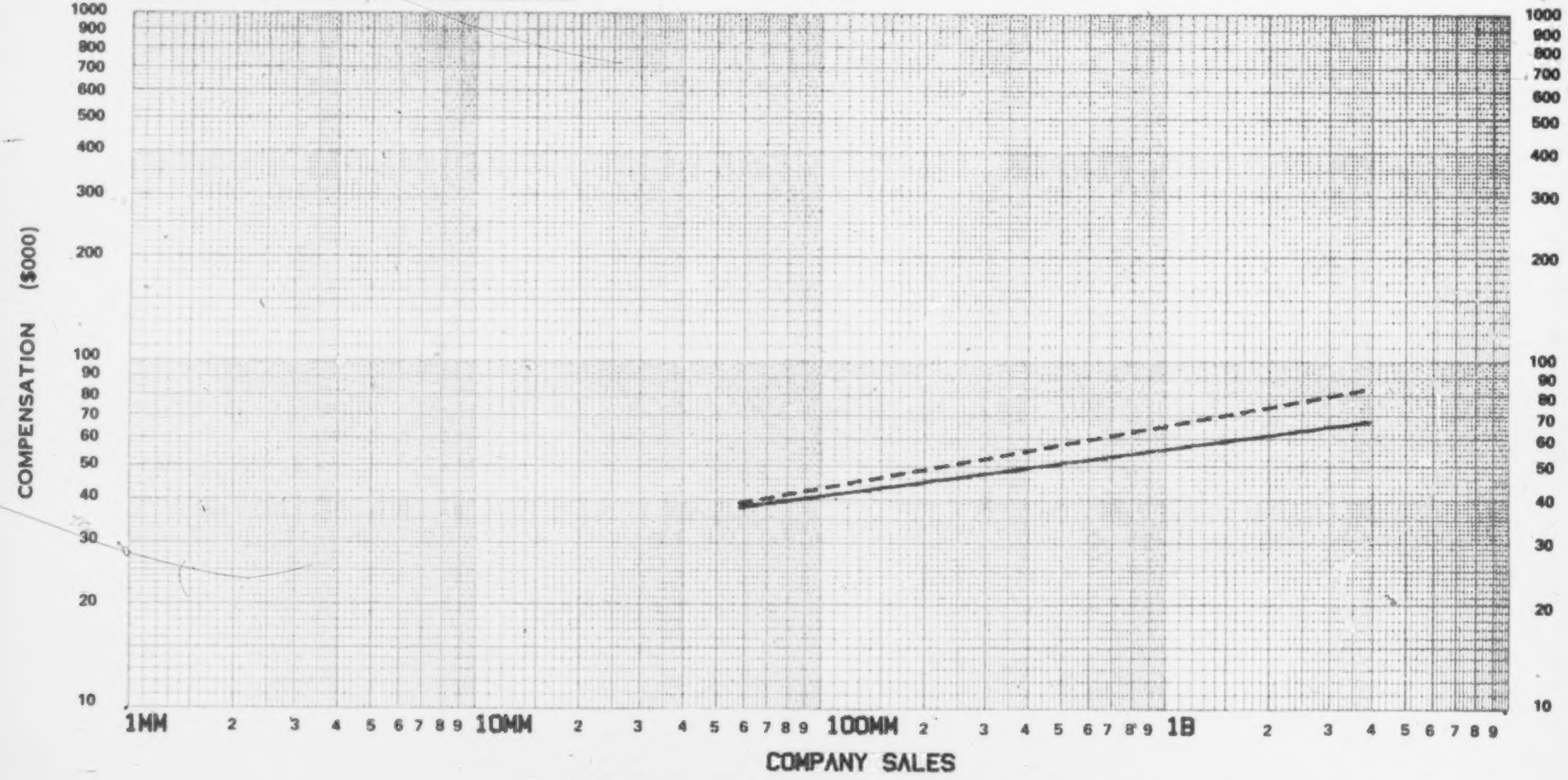
FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - TOP DRUG EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$599.9 AND BELOW	CEO/PRESIDENT	$ 59.8	$ 10.0	$ 69.8				
	ASST. V.P./DIR				$ 55.0			
	VICE PRESIDENT	51.6	9.6	61.2		$ 38.3	$ 48.7	$ 59.1
	VICE PRESIDENT	47.6	0.0	47.6		36.6	45.7	54.9
	VICE PRESIDENT	46.0	4.0	50.0				
	EXEC. V.P.	45.0	2.0	47.0		42.0	45.5	50.0
	SENIOR V.P.	42.0	5.0	47.0				
	SENIOR V.P.	41.2	0.6	41.8				
	GROUP EXEC.				40.0			
	GROUP EXEC.	39.0	0.0	39.0				
	EXEC. V.P.	37.5	0.6	38.1				
	NO IN POSITION:	11						
$ 265.8	WEIGHTED GROUP AVG:	$ 45.5	$ 3.6	$ 49.1	$ 47.5			
	NO IN POSITION:	22						
$ 1053.9	POSITION AVERAGE:	$ 53.7	$ 9.5	$ 63.2	$ 47.1			

Food Marketing Institute

1985/1986 MANAGEMENT COMPENSATION STUDY

LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.40	1.23
Bonus Co's Total Comp - - - - - -	0.36	1.35
Nonbonus Co's Salary -·-·-·		



SURVEY POSITION #47 - TOP DRUG EXECUTIVE

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - TOP DRUG EXECUTIVE

Provides overall direction and control of the company's drug retail centers, including prescription and nonprescription pharmaceuticals. Develops basic objectives, policies and operating plans, including merchandising, product selection and procurement and personnel development. Responsible for the growth and profitability of the drug line.

SCOPE		BONUS COMPANIES			NONBONUS	SALARY RANGE		
ANNUAL DRUG SALES ($MIL)	REPORTS TO	SALARY	BONUS	TOTAL COMP	COMPANIES SALARY	MIN	MID	MAX
$9.0 AND ABOVE	SENIOR V.P.	$ 75.0	$ 16.0	$ 91.0		$ 63.0	$ 79.6	$ 95.9
	EXEC. V.P.	60.0	0.0	60.0				
	C.O.O.	58.5	25.2	83.7				
	EXEC. V.P.	51.0	5.0	56.0		42.8	53.5	64.1
	EXEC. V.P.	37.5	0.6	38.1				
	NO IN POSITION: 5							
$ 33.5	WEIGHTED GROUP AVG:	$ 56.4	$ 9.4	$ 65.8				
$8.9 AND BELOW	VICE PRESIDENT	$ 51.6	$ 9.6	$ 61.2		$ 38.3	$ 48.7	$ 59.1
	VICE PRESIDENT	47.6	0.0	47.6		36.6	45.7	54.9
	EXEC. V.P.	45.0	2.0	47.0		42.0	45.5	50.0
	VICE PRESIDENT				$ 43.3	32.2	40.0	47.7
	SENIOR V.P.	41.2	0.6	41.8				
	VICE PRESIDENT	41.1	12.0	53.1				
	GROUP EXEC.				40.0			
	GROUP EXEC.	39.0	0.0	39.0				
	NO IN POSITION: 8							
$ 5.4	WEIGHTED GROUP AVG:	$ 44.3	$ 4.0	$ 48.3	$ 41.7			

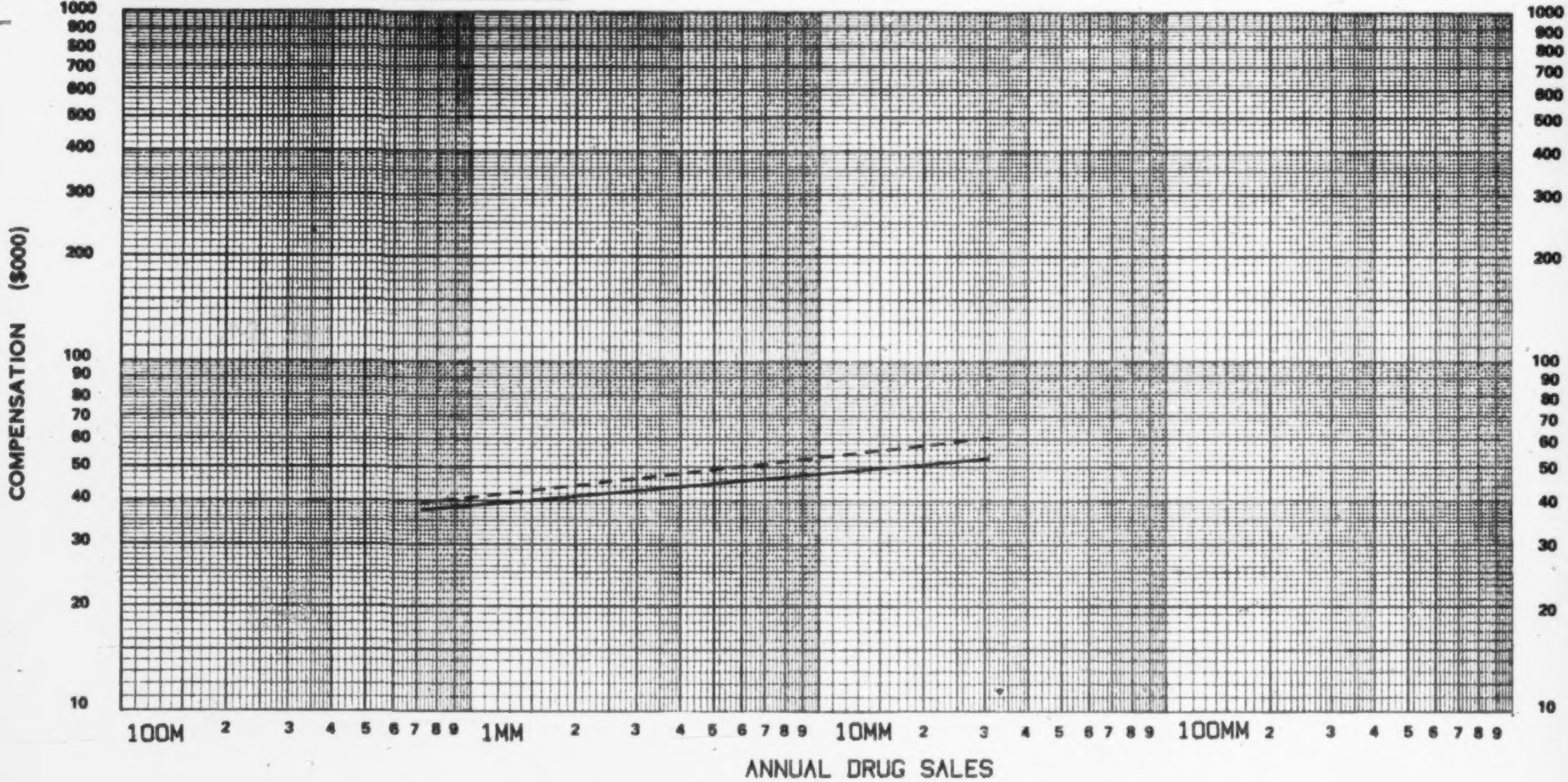
FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - TOP DRUG EXECUTIVE

SCOPE ANNUAL DRUG SALES ($MIL)		BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
	REPORTS TO	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
NO SCOPE REPORTED	C.O.O.	$ 96.5	$ 28.1	$124.6		$ 76.5	$ 95.6	$114.7
	CEO/PRESIDENT	75.0	50.0	125.0				
	VICE PRESIDENT	60.0	0.0	60.0				
	CEO/PRESIDENT	59.8	10.0	69.8				
	ASST. V.P./DIR				$ 55.0			
	ASST. V.P./DIR				50.1			
	VICE PRESIDENT	46.0	4.0	50.0				
	SENIOR V.P.	42.0	5.0	47.0				
	ASST. V.P./DIR	40.5	2.0	42.5		26.9	35.0	40.3
	NO IN POSITION: 9							
	WEIGHTED GROUP AVG:	$ 60.0	$ 14.1	$ 74.1	$ 52.6			
	NO IN POSITION: 22							
$ 16.2	POSITION AVERAGE:	$ 53.7	$ 9.5	$ 63.2	$ 47.1			

Food Marketing Institute

1985/1986 MANAGEMENT COMPENSATION STUDY

LEGEND			
Company Type/Trend Line		**Coefficient of Determination**	**Standard Error**
Bonus Co's Salary	———	0.29	1.21
Bonus Co's Total Comp	------	0.26	1.30
Nonbonus Co's Salary	-.-.-.		



SURVEY POSITION #47 - TOP DRUG EXECUTIVE

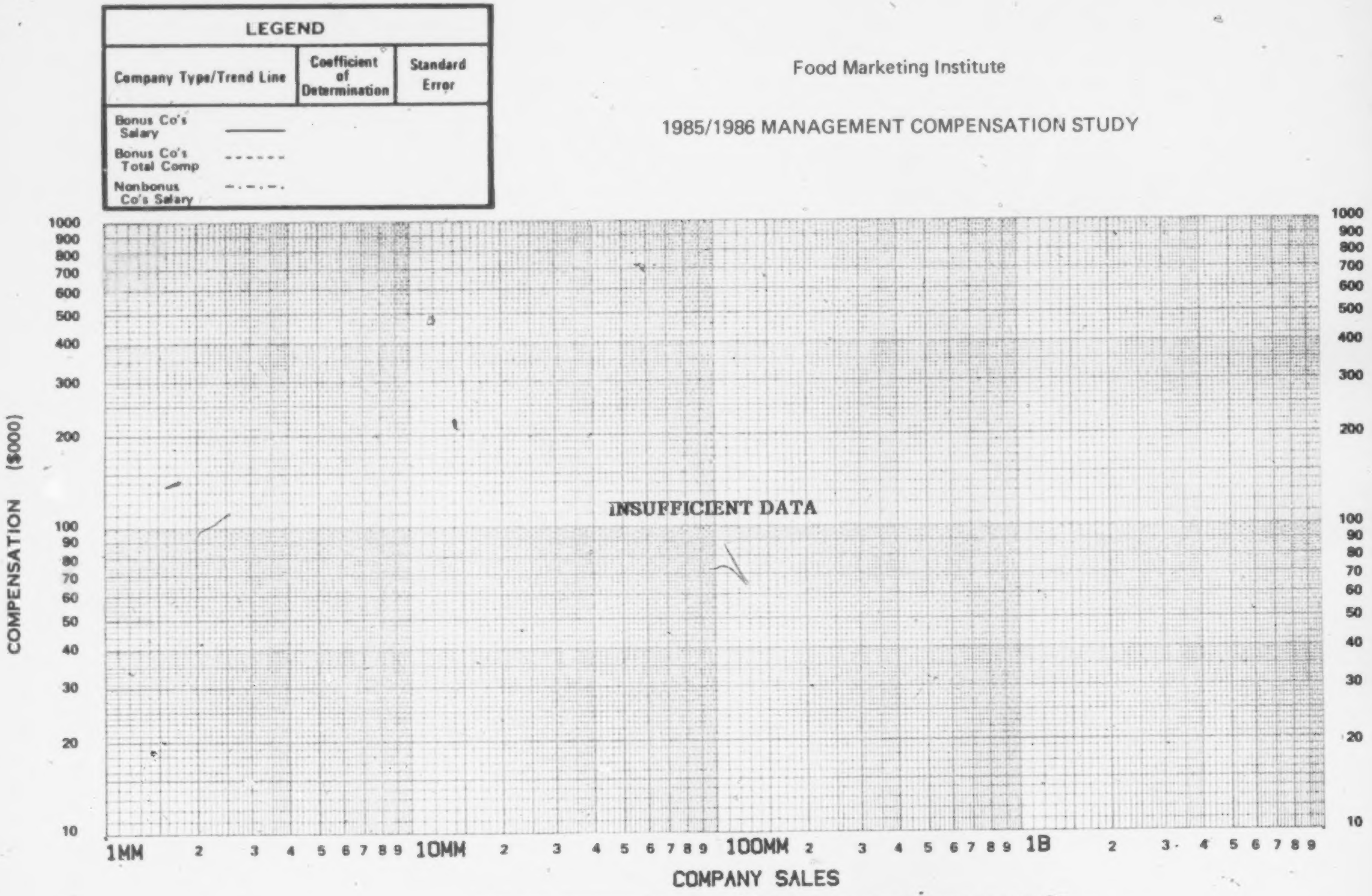
FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - TOP DRUG MERCHANDISING EXECUTIVE

Plans and directs the company's merchandising, buying, pricing, product selection, promotion, and advertising programs for prescription and over-the-counter drugs in accordance with the firm's overall merchandising policies.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$3000.0 AND BELOW	GROUP EXEC.	$ 65.0	$ 0.0	$ 65.0				
	VICE PRESIDENT	63.5	31.4	94.9		$ 51.5	$ 64.3	$ 77.2
	VICE PRESIDENT	50.0	8.1	58.1		47.9	63.9	79.9
	ASST. V.P./DIR				$ 47.8	36.7	45.0	53.2
	VICE PRESIDENT	47.8	16.0	63.8				
	SENIOR V.P.	46.5	6.1	52.6		30.5	38.2	44.0
	VICE PRESIDENT	43.2	5.2	48.4				
	VICE PRESIDENT				42.5	30.7	38.4	46.1
	NO IN POSITION: 8							
$ 1172.1	WEIGHTED GROUP AVG:	$ 52.7	$ 11.1	$ 63.8	$ 45.2			
	NO IN POSITION: 8							
$ 1172.1	POSITION AVERAGE:	$ 52.7	$ 11.1	$ 63.8	$ 45.2			

Food Marketing Institute

1985/1986 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #48 - TOP DRUG MERCHANDISING EXECUTIVE

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - PHARMACY MANAGER

Responsible for the management and operation of the store's pharmacy department, including prescriptions, inventory control, customer and employee relations, compliance with regulatory agencies and company policies. Must be a registered pharmacist. May be considered to be the assistant store manager.

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$19.0 AND ABOVE	MANAGER				$ 37.8			
	MANAGER				37.0			
	MANAGER				36.9			
	MANAGER				36.2			
	GROUP EXEC.	$ 35.0	$ 0.0	$ 35.0				
	GROUP EXEC.	35.0	0.0	35.0				
	GROUP EXEC.	34.9	0.0	34.9				
	GROUP EXEC.	34.7	0.0	34.7				
	MANAGER	33.2	0.7	33.9				
	NO IN POSITION: 44							
$ 34.5	WEIGHTED GROUP AVG:	$ 34.9	$ 0.0	$ 34.9	$ 37.1			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - PHARMACY MANAGER

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$18.9	MANAGER	$ 39.7	$ 1.2	$ 40.9		$ 37.7	$ 40.2	$ 42.6
AND BELOW	DIV. V.P./MGR.				$ 38.5			
	MANAGER				38.1	26.7	34.0	41.3
	MANAGER	37.7	2.0	39.7				
	MANAGER	36.1	2.3	38.4		27.8	37.5	47.2
	MANAGER				35.5			
	GROUP EXEC.	35.1	0.0	35.1				
	MANAGER				35.1			
	MANAGER				34.9			
	MANAGER				34.8			
	MANAGER				34.1			
	MANAGER				34.0	32.1	35.7	40.1
	MANAGER	33.2	0.7	33.9				
	DIST.MANAGER				32.8			
	MANAGER				32.3	30.0	35.0	40.0
	MANAGER				31.5	24.1	29.4	39.7
	DIV. V.P./MGR.				31.0			
	ASST. V.P./DIR				29.9			
	NO IN POSITION: 240							
$ 9.1	WEIGHTED GROUP AVG:	$ 38.6	$ 1.2	$ 39.8	$ 33.5			

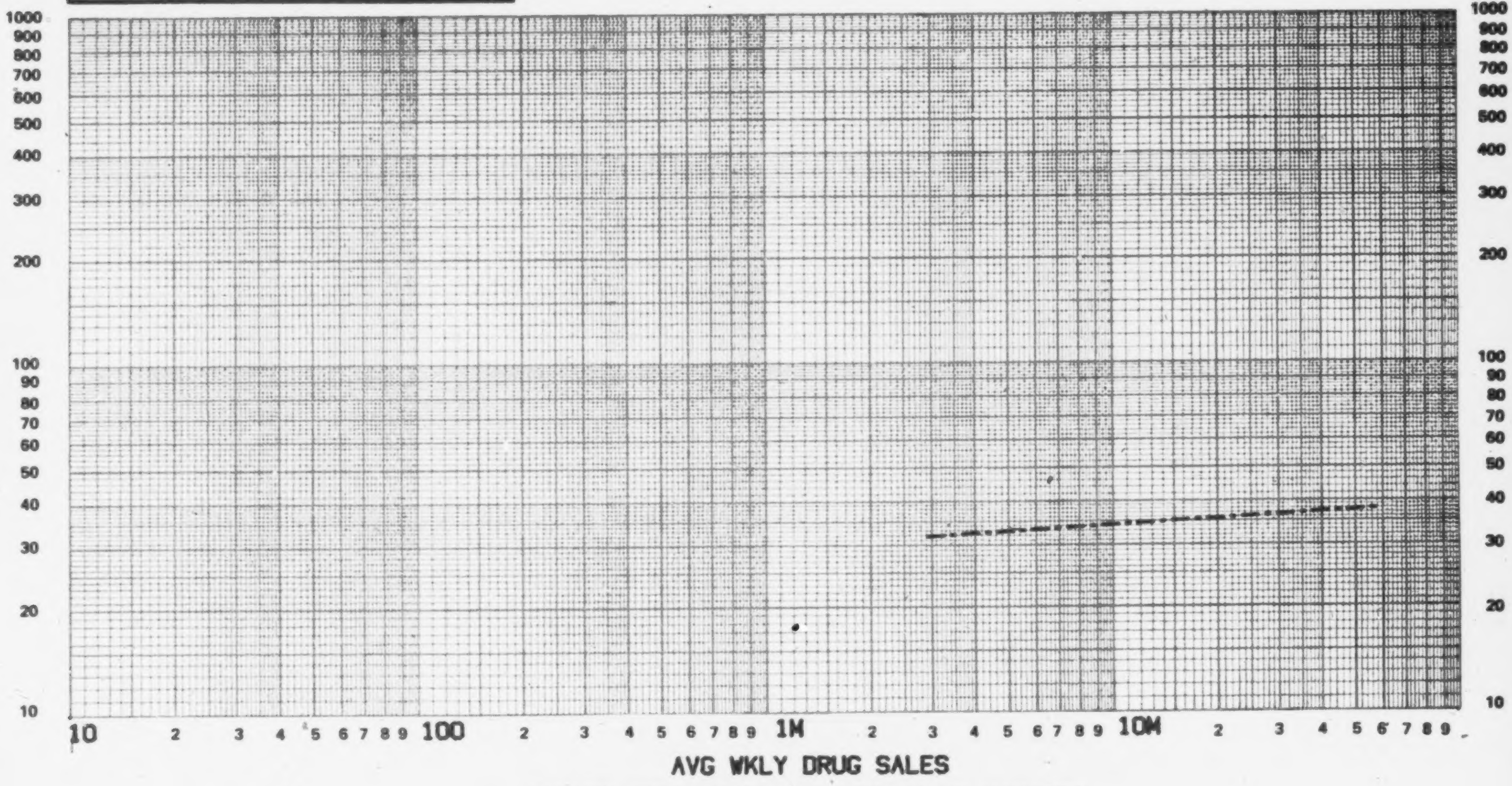
FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - PHARMACY MANAGER

SCOPE		BONUS COMPANIES			NONBONUS	SALARY RANGE		
AVG WKLY DRUG SALES ($THOU)	REPORTS TO	SALARY	BONUS	TOTAL COMP	COMPANIES SALARY	MIN	MID	MAX
NO SCOPE REPORTED	DIST.MANAGER	$ 50.5	$ 4.0	$ 54.5				
	EXEC. V.P.				$ 46.0			
	MANAGER				41.2			
	MANAGER	40.0	1.0	41.0		$ 39.0	$ 41.0	$ 42.0
	ASST. V.P./DIR				38.9	35.0	40.0	45.0
	ASST. V.P./DIR				38.9	35.0	40.0	45.0
	MANAGER				37.3			
	VICE PRESIDENT	37.0	3.0	40.0				
	SENIOR V.P.				36.0			
	ASST. V.P./DIR				34.8			
	DIST.MANAGER				34.1	30.6	35.8	41.9
	CEO/PRESIDENT				33.0			
	CEO/PRESIDENT				33.0			
	CEO/PRESIDENT				33.0			
	MANAGER				32.9	29.9	32.5	36.4
	MANAGER				32.3	31.9	32.2	32.8
	DIST.MANAGER				32.2			
	MANAGER				31.7			
	DIST.MANAGER				31.2			
	MANAGER				31.2	29.1	31.2	34.1
	MANAGER	30.0	2.0	32.0		30.0	32.5	35.0
	DIST.MANAGER	26.0	0.0	26.0				
	NO IN POSITION: 234							
	WEIGHTED GROUP AVG:	$ 49.6	$ 3.8	$ 53.4	$ 34.7			
	NO IN POSITION: 518							
$ 13.0	POSITION AVERAGE:	$ 42.7	$ 2.1	$ 44.8	$ 34.2			

Food Marketing Institute

1985/1986 MANAGEMENT COMPENSATION STUDY

LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———		
Bonus Co's Total Comp ------		
Nonbonus Co's Salary -.-.-.	0.45	1.06



SURVEY POSITION #49 - PHARMACY MANAGER

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - PHARMACIST

Responsible for the efficient, ethical and lawful compounding and dispensing of prescription pharmaceuticals. Advises customers on the use and storage of prescription and non-prescription drugs. Orders and maintains supply of drugs, chemicals, and other pharmaceutical stock.

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$19.0 AND ABOVE	MANAGER				$ 34.6			
	MANAGER				34.3			
	MANAGER				34.1			
	MANAGER	$ 32.1	$ 0.0	$ 32.1				
	MANAGER	31.7	0.0	31.7				
	MANAGER	31.3	0.0	31.3				
	MANAGER	30.8	0.0	30.8				
	NO IN POSITION:	86						
$ 31.1	WEIGHTED GROUP AVG:	$ 31.4	$ 0.0	$ 31.4	$ 34.3			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - PHARMACIST

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$18.9 AND BELOW	MANAGER	$ 37.4	$ 0.5	$ 37.9		$ 35.5	$ 38.0	$ 40.5
	MANAGER				$ 36.9			
	MANAGER	35.5	0.6	36.1				
	MANAGER				34.7			
	MANAGER				34.0	26.7	34.0	41.3
	MANAGER	33.0	1.0	34.0		26.4	33.8	41.2
	MANAGER				31.8			
	MANAGER				31.2			
	MANAGER				31.0	32.1	35.7	40.1
	MANAGER				30.9			
	MANAGER				30.3	29.5	32.0	34.5
	MANAGER				30.0			
	MANAGER	30.0	0.0	30.0				
	DIST.MANAGER	29.2	3.9	33.1				
	MANAGER				28.5			
	MANAGER				27.3	22.4	27.2	32.0
	MANAGER				26.0			
	NO IN POSITION: 318							
$ 8.3	WEIGHTED GROUP AVG:	$ 33.2	$ 1.5	$ 34.7	$ 31.3			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - PHARMACIST

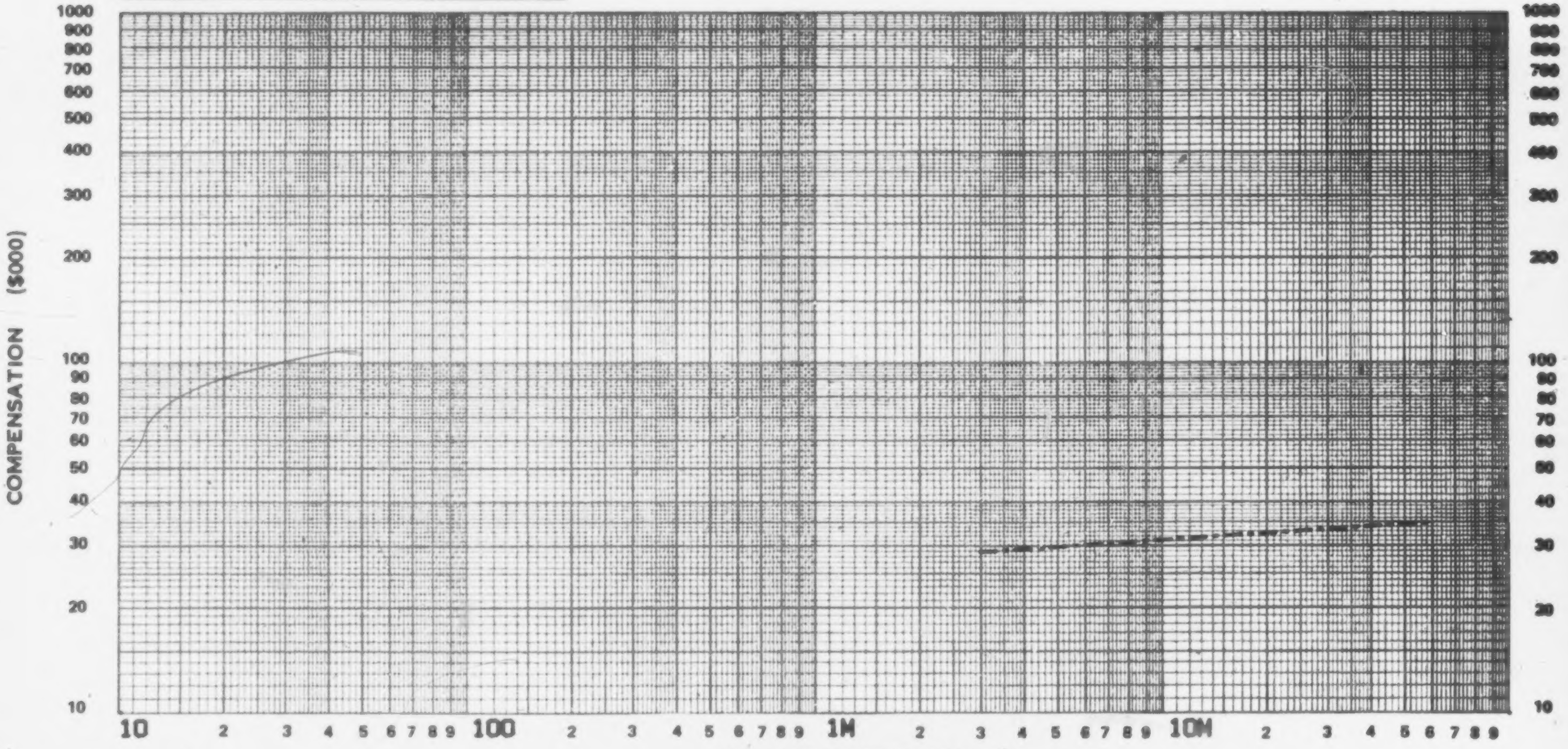
SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE	MANAGER	$ 44.2	$ 3.5	$ 47.7				
REPORTED	MANAGER				$ 38.4			
	MANAGER				37.1	$ 32.5	$ 37.5	$ 42.5
	MANAGER				37.1	32.5	37.5	42.5
	SENIOR V.P.				35.0			
	MANAGER				34.8			
	ASST. V.P./DIR				34.5			
	MANAGER				33.6			
	EXEC. V.P.				33.0			
	MANAGER				32.7	27.0	33.3	36.4
	DIST.MANAGER				32.4	27.9	32.7	37.8
	MANAGER				31.5	29.1	31.2	34.3
	MANAGER				31.3	27.0	30.6	36.4
	DIV. V.P./MGR.				31.2			
	MANAGER				29.3			
	MANAGER				28.6	27.0	29.4	31.7
	MANAGER				26.0			
	MANAGER				26.0	26.0	28.0	30.0
	NO IN POSITION: 304							
	WEIGHTED GROUP AVG:	$ 44.2	$ 3.5	$ 47.7	$ 32.3			
	NO IN POSITION: 708							
$ 13.2	POSITION AVERAGE:	$ 35.4	$ 1.6	$ 37.0	$ 32.1			

Food Marketing Institute

1985/1986 MANAGEMENT COMPENSATION STUDY

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———		
Bonus Co's Total Comp	------		
Nonbonus Co's Salary	-.-.-.-	0.27	1.09



AVG WKLY DRUG SALES

SURVEY POSITION #50 - PHARMACIST

REGIONAL ANALYSIS

1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

REGION #1 - NORTHEAST

Responsible for carrying out merchandising programs for grocery products among an assigned number of stores. Determines the type of grocery items, quality, grades and brands. Recommends retail prices on grocery items as appropriate. Coordinates the purchase of grocery products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$400.0 AND BELOW	CEO/PRESIDENT	$ 78.7	$ 14.0	$ 92.7				
	DIV. V.P./MGR.	54.5	5.9	60.4		$ 41.4	$ 51.8	$ 62.2
	VICE PRESIDENT	47.3	18.4	65.7				
	ASST. V.P./DIR	46.1	4.8	50.9		31.0	40.4	49.8
	DIV. V.P./MGR.				$ 40.9	37.2	45.7	54.3
	REG. V.P./MGR.	40.5	2.7	43.2		33.5	41.8	50.2
	VICE PRESIDENT	39.9	3.6	43.5		34.3	40.4	46.4
	ASST. V.P./DIR	39.0	0.0	39.0		32.6	40.7	48.9
	DIST.MANAGER				38.6			
	VICE PRESIDENT				32.5	29.7	36.3	43.2
	NO IN POSITION: 24							
$ 219.6	WEIGHTED GROUP AVG:	$ 48.8	$ 8.4	$ 57.2	$ 38.8			
NO SCOPE REPORTED	VICE PRESIDENT				$ 36.4			
	MANAGER				32.4	$ 29.6	$ 39.5	$ 49.4
	ASST. V.P./DIR	$ 29.5	$ 0.9	$ 30.4		19.8	26.3	30.3
	VICE PRESIDENT				25.3	24.8	31.0	37.2
	MANAGER				20.0			
	NO IN POSITION: 13							
	WEIGHTED GROUP AVG:	$ 29.5	$ 0.9	$ 30.4	$ 23.8			
	NO IN POSITION: 37							
$ 219.6	POSITION AVERAGE:	$ 45.4	$ 7.1	$ 52.5	$ 29.1			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

REGION #1 - NORTHEAST

Responsible for carrying out merchandising programs for meat products (including deli) among an assigned number of stores. Determines the type of meat items, quality, grades and brands. Recommends retail prices on meat items as appropriate. Coordinates the purchase of meat products to ensure an appropriate assortment to achieve sales and profits objectives. Develops meat case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$40.0	VICE PRESIDENT	$ 60.6	$ 6.7	$ 67.3				
AND ABOVE	VICE PRESIDENT	58.0	10.0	68.0		$ 39.8	$ 49.8	$ 59.8
	DIV. V.P./MGR.	55.0	6.7	61.7		41.4	51.8	62.2
	ASST. V.P./DIR	43.5	4.7	48.2		31.0	40.4	49.8
	NO IN POSITION: 14							
$ 75.3	WEIGHTED GROUP AVG:	$ 55.2	$ 6.6	$ 61.8				
$39.9	VICE PRESIDENT	$ 62.7	$ 11.5	$ 74.2				
AND BELOW	VICE PRESIDENT	40.2	3.4	43.6		$ 34.3	$ 40.4	$ 46.4
	ASST. V.P./DIR	40.2	0.0	40.2		32.6	40.7	48.9
	DIV. V.P./MGR.				$ 36.9	32.1	39.2	46.4
	REG. V.P./MGR.	36.5	2.1	38.6		30.7	38.3	46.0
	DIST.MANAGER				35.9			
	ASST. V.P./DIR	34.3	1.6	35.9		29.7	36.3	43.2
	NO IN POSITION: 19							
$ 27.4	WEIGHTED GROUP AVG:	$ 39.2	$ 2.6	$ 41.8	$ 36.8			

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SURVEY POSITION 26 - MEAT MERCHANDISER

REGION #1 - NORTHEAST

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	ASST. V.P./DIR	$ 54.1	$ 6.8	$ 60.9		$ 33.3	$ 44.4	$ 55.5
	VICE PRESIDENT				$ 45.5	32.1	40.1	48.1
	VICE PRESIDENT				35.2			
	DIST.MANAGER	27.5	0.5	28.0		19.8	26.3	30.3
	MANAGER				20.0			
	NO IN POSITION: 17							
	WEIGHTED GROUP AVG:	$ 30.5	$ 1.2	$ 31.7	$ 25.1			
	NO IN POSITION: 50							
$ 47.7	POSITION AVERAGE:	$ 43.3	$ 3.9	$ 47.2	$ 30.5			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

REGION #1 - NORTHEAST

Responsible for carrying out merchandising programs for produce products among an assigned number of stores. Determines the type of produce items, quality, grades and brands. Recommends retail prices on produce items as appropriate. Coordinates the purchase of produce products to ensure an appropriate assortment to achieve sales and profits objectives. Develops refrigeration case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$25.0 AND ABOVE	VICE PRESIDENT	$ 69.2	$ 11.0	$ 80.2				
	VICE PRESIDENT	51.7	9.3	61.0				
	DIV. V.P./MGR.	51.7	6.3	58.0		$ 41.5	$ 51.8	$ 62.2
	REG. V.P./MGR.	35.8	2.2	38.0		29.4	36.8	44.1
	NO IN POSITION: 14							
$ 37.6	WEIGHTED GROUP AVG:	$ 53.2	$ 6.9	$ 60.1				
$24.9 AND BELOW	ASST. V.P./DIR	$ 40.1	$ 4.7	$ 44.8		$ 31.0	$ 40.4	$ 49.8
	VICE PRESIDENT	39.9	3.7	43.6		32.2	37.9	43.5
	ASST. V.P./DIR	37.5	0.0	37.5		28.6	35.7	42.9
	DIV. V.P./MGR.				$ 35.1	32.1	39.2	46.4
	ASST. V.P./DIR	32.9	3.6	36.5		29.7	36.3	43.2
	DIST.MANAGER				25.3			
	NO IN POSITION: 16							
$ 12.4	WEIGHTED GROUP AVG:	$ 37.1	$ 3.0	$ 40.1	$ 33.7			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

REGION #1 - NORTHEAST

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	VICE PRESIDENT				$ 37.1	$ 29.0	$ 36.2	$ 43.4
	ASST. V.P./DIR				35.5	29.6	39.5	49.4
	DIST.MANAGER	$ 25.6	$ 0.5	$ 26.1		19.8	26.3	30.3
	VICE PRESIDENT				25.5			
	MANAGER				20.0			
	NO IN POSITION: 15							
	WEIGHTED GROUP AVG:	$ 25.6	$ 0.5	$ 26.1	$ 25.4			
	NO IN POSITION: 45							
$ 24.2	POSITION AVERAGE:	$ 43.1	$ 4.5	$ 47.6	$ 28.8			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 28 - FROZEN FOODS MERCHANDISER
REGION #1 - NORTHEAST

Responsible for developing and carrying out merchandising programs for frozen food products among an assigned number of stores. Determines the type of frozen food items, quality, grades and brands. Recommends retail prices on frozen food items as appropriate. Coordinates the purchase of frozen food products to ensure an appropriate assortment to achieve sales and profits objectives. Develops refrigeration case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNL FROZEN FOOD SLS ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$50.0 AND BELOW	VICE PRESIDENT	$ 47.0	$ 16.0	$ 63.0		$ 39.8	$ 49.8	$ 59.8
	ASST. V.P./DIR	38.2	0.0	38.2		28.6	35.7	42.9
	VICE PRESIDENT	37.7	3.2	40.9		32.2	37.9	43.5
	VICE PRESIDENT	36.8	5.1	41.9				
	NO IN POSITION: 4							
$ 25.8	WEIGHTED GROUP AVG:	$ 39.9	$ 6.1	$ 46.0				
NO SCOPE REPORTED	MANAGER				$ 20.0			
	NO IN POSITION: 10							
$ 25.8	POSITION AVERAGE:	$ 39.9	$ 6.1	$ 46.0	$ 20.0			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 29 - DAIRY MERCHANDISER

REGION #1 - NORTHEAST

Responsible for developing and carrying out merchandising programs for dairy products among an assigned number of stores. Determines the type of dairy items, quality, grades and brands. Recommends retail prices on dairy items as appropriate. Coordinates the purchase of dairy products to ensure an appropriate assortment to achieve sales and profits objectives. Develops refrigeration case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL DAIRY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$75.0 AND BELOW	DIV. V.P./MGR.	$ 53.0	$ 4.0	$ 57.0		$ 41.5	$ 51.8	$ 62.2
	ASST. V.P./DIR				$ 49.1	36.7	45.0	53.2
	VICE PRESIDENT	47.0	16.0	63.0		39.8	49.8	59.8
	ASST. V.P./DIR	43.0	0.0	43.0		32.6	40.7	48.9
	NO IN POSITION: 10							
$ 58.3	WEIGHTED GROUP AVG:	$ 51.2	$ 4.9	$ 56.1	$ 49.1			
NO SCOPE REPORTED	VICE PRESIDENT	$ 45.8	$ 10.9	$ 56.7		$ 37.8	$ 49.1	$ 60.4
	MANAGER				$ 20.0			
	NO IN POSITION: 7							
	WEIGHTED GROUP AVG:	$ 45.8	$ 10.9	$ 56.7	$ 20.0			
	NO IN POSITION: 17							
$ 58.3	POSITION AVERAGE:	$ 50.7	$ 5.5	$ 56.2	$ 24.2			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 30 - NONFOOD MERCHANDISER

REGION #1 - NORTHEAST

Responsible for developing and carrying out merchandising programs for nonfood products among an assigned number of stores. Determines the type of nonfood items, quality, grades and brands. Recommends retail prices on nonfood items as appropriate. Coordinates the purchase of nonfood products to ensure an appropriate assortment to achieve sales and profits objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$75.0 AND BELOW	VICE PRESIDENT	$ 70.0	$ 13.9	$ 83.9				
	DIV. V.P./MGR.	54.6	6.1	60.7		$ 41.5	$ 51.8	$ 62.2
	GROUP EXEC.				$ 41.8	37.2	45.7	54.3
	ASST. V.P./DIR	40.3	4.0	44.3		31.0	40.4	49.8
	REG. V.P./MGR.	37.5	2.3	39.8		29.4	36.8	44.1
	VICE PRESIDENT	35.9	4.1	40.0		30.0	35.3	40.6
	ASST. V.P./DIR	34.6	0.0	34.6		25.6	32.0	38.4
	NO IN POSITION: 19							
$ 45.1	WEIGHTED GROUP AVG:	$ 52.4	$ 6.7	$ 59.1	$ 41.8			
NO SCOPE REPORTED	VICE PRESIDENT	$ 57.0	$ 14.0	$ 71.0		$ 37.8	$ 49.1	$ 60.4
	VICE PRESIDENT				$ 39.1	30.4	38.0	45.6
	ASST. V.P./DIR				32.2	29.6	39.5	49.4
	ASST. V.P./DIR				30.2	29.7	36.3	43.2
	ASST. V.P./DIR				20.2	16.2	20.3	23.3
	NO IN POSITION: 13							
	WEIGHTED GROUP AVG:	$ 57.0	$ 14.0	$ 71.0	$ 24.4			
	NO IN POSITION: 32							
$ 45.1	POSITION AVERAGE:	$ 52.6	$ 7.1	$ 59.7	$ 25.8			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - GROCERY BUYER

REGION #1 - NORTHEAST

Responsible for procurement and buying activities of assigned grocery products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$400.0 AND BELOW	VICE PRESIDENT	$ 43.1	$ 3.4	$ 46.5		$ 33.7	$ 39.6	$ 45.6
	VICE PRESIDENT	43.0	9.0	52.0		33.3	41.5	49.9
	MANAGER				$ 40.6	32.4	40.5	48.7
	ASST. V.P./DIR				37.4	30.2	37.1	43.9
	MANAGER				35.1	32.1	39.2	46.4
	VICE PRESIDENT				34.2			
	VICE PRESIDENT				34.1			
	VICE PRESIDENT	33.8	1.8	35.6		28.9	36.1	43.3
	NO IN POSITION: 35							
$ 72.1	WEIGHTED GROUP AVG:	$ 36.1	$ 2.9	$ 39.0	$ 36.4			
NO SCOPE REPORTED	ASST. V.P./DIR				$ 39.6	$ 26.7	$ 36.7	$ 46.7
	VICE PRESIDENT	$ 39.4	$ 5.4	$ 44.8				
	ASST. V.P./DIR				37.3	29.0	36.2	43.4
	MANAGER				35.1	29.6	39.5	49.4
	ASST. V.P./DIR	30.9	6.6	37.5		28.0	35.1	42.1
	VICE PRESIDENT	28.0	0.9	28.9		23.4	28.6	33.0
	ASST. V.P./DIR	26.8	2.5	29.3		19.0	29.3	39.6
	VICE PRESIDENT				17.4			
	NO IN POSITION: 33							
	WEIGHTED GROUP AVG:	$ 31.1	$ 3.0	$ 34.1	$ 34.8			
	NO IN POSITION: 68							
$ 72.1	POSITION AVERAGE:	$ 32.6	$ 2.9	$ 35.5	$ 35.9			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 32 - MEAT BUYER

REGION #1 - NORTHEAST

Responsible for procurement and buying activities of assigned meat products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$150.0	GROUP EXEC.	$ 57.0	$ 9.8	$ 66.8		$ 43.5	$ 53.7	$ 64.0
AND BELOW	MANAGER				$ 47.1	32.4	40.5	48.7
	ASST. V.P./DIR				46.5	33.3	40.8	48.3
	VICE PRESIDENT				40.0			
	ASST. V.P./DIR				38.8	32.4	39.7	47.0
	VICE PRESIDENT	37.8	2.1	39.9		32.6	40.8	48.9
	NO IN POSITION: 8							
$ 85.7	WEIGHTED GROUP AVG:	$ 44.2	$ 4.7	$ 48.9	$ 42.5			
NO SCOPE	VICE PRESIDENT				$ 61.6			
REPORTED	VICE PRESIDENT	$ 44.2	$ 6.3	$ 50.5				
	ASST. V.P./DIR				42.5	$ 29.6	$ 39.5	$ 49.4
	ASST. V.P./DIR				37.7	26.7	36.7	46.7
	ASST. V.P./DIR				35.5	29.0	36.2	43.4
	ASST. V.P./DIR	29.7	3.0	32.7		22.9	28.2	33.5
	VICE PRESIDENT	28.6	0.8	29.4		23.4	28.6	33.0
	NO IN POSITION: 17							
	WEIGHTED GROUP AVG:	$ 31.9	$ 2.4	$ 34.3	$ 45.9			
	NO IN POSITION: 25							
$ 85.7	POSITION AVERAGE:	$ 36.5	$ 3.3	$ 39.8	$ 44.9			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - PRODUCE BUYER

REGION #1 - NORTHEAST

Responsible for procurement and buying activities of assigned produce products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL PRODUCE PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$75.0 AND BELOW	VICE PRESIDENT	$ 60.0	$ 17.0	$ 77.0		$ 39.8	$ 49.8	$ 59.8
	VICE PRESIDENT				$ 47.8			
	ASST. V.P./DIR				41.1	30.2	37.1	43.9
	ASST. V.P./DIR				41.0	32.1	39.2	46.4
	MANAGER				39.6	32.4	40.5	48.7
	ASST. V.P./DIR	39.3	2.4	41.7		32.6	40.8	48.9
	VICE PRESIDENT				38.7	32.4	39.7	47.0
	NO IN POSITION: 15							
$ 26.6	WEIGHTED GROUP AVG:	$ 46.2	$ 7.3	$ 53.5	$ 41.9			
NO SCOPE REPORTED	ASST. V.P./DIR				$ 42.5	$ 26.7	$ 36.7	$ 46.7
	ASST. V.P./DIR				33.0	26.4	35.2	44.0
	ASST. V.P./DIR	$ 32.1	$ 5.8	$ 37.9		28.0	35.1	42.1
	ASST. V.P./DIR				31.9	29.0	36.2	43.4
	ASST. V.P./DIR	31.2	2.9	34.1		21.8	26.0	30.2
	VICE PRESIDENT	30.0	0.0	30.0				
	VICE PRESIDENT	29.7	0.6	30.3		23.4	28.6	33.0
	VICE PRESIDENT				23.0			
	NO IN POSITION: 17							
	WEIGHTED GROUP AVG:	$ 30.5	$ 2.0	$ 32.5	$ 33.5			
	NO IN POSITION: 32							
$ 26.6	POSITION AVERAGE:	$ 36.4	$ 4.0	$ 40.4	$ 37.7			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 36 - NONFOOD BUYER

REGION #1 - NORTHEAST

Responsible for procurement and buying activities of assigned general merchandise and HBA items. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL NONFOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$50.0 AND BELOW	MANAGER				$ 40.1	$ 32.4	$ 40.5	$ 48.7
	VICE PRESIDENT	$ 33.9	$ 2.0	$ 35.9		27.6	34.6	41.5
	GROUP EXEC.				33.8	37.2	47.5	54.3
	ASST. V.P./DIR				32.5	29.7	36.3	43.2
	VICE PRESIDENT				31.4			
	ASST. V.P./DIR				29.6	25.0	30.7	36.3
	NO IN POSITION: 25							
$ 25.3	WEIGHTED GROUP AVG:	$ 33.9	$ 2.0	$ 35.9	$ 34.7			
NO SCOPE REPORTED	ASST. V.P./DIR				$ 36.2	$ 26.7	$ 34.0	$ 41.3
	ASST. V.P./DIR	$ 35.5	$ 1.4	$ 36.9		23.4	28.6	33.0
	ASST. V.P./DIR				30.1	29.0	36.2	43.4
	VICE PRESIDENT				29.8	26.4	35.2	44.0
	DIST.MANAGER				26.6			
	VICE PRESIDENT				26.0			
	ASST. V.P./DIR	22.2	2.1	24.3		16.7	20.0	23.3
	NO IN POSITION: 18							
	WEIGHTED GROUP AVG:	$ 28.9	$ 1.7	$ 30.6	$ 33.9			
	NO IN POSITION: 43							
$ 25.3	POSITION AVERAGE:	$ 30.5	$ 1.9	$ 32.4	$ 34.4			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 39 - DIVISION GENERAL MANAGER
REGION #1 - NORTHEAST

Responsible for the profitable operation of a division or geographic region of the corporation or operating company. Develops sales and profit objectives and forecasts, operating and capital expenditure budgets, and objectives for assigned stores and facilities. Oversees merchandising, store operations and staff activities. Reviews buying and merchandising programs to insure maximum profitability and continuity with the company's overall strategy. Reviews operating results of stores against sales and profit targets. Directs staff activities in support of division programs and financial objectives. Provides specific limitations of authority for all subordinates regarding contractual commitments, expenditures and personnel decisions. Continually reviews and reports to top management the division's performance with respect to market share, operating results, capital requirements, etc.

SCOPE ANN'L DIVISION SALES ($MIL)		BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
	REPORTS TO	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$950.0 AND BELOW	REG. V.P./MGR.	$122.5	$ 31.7	$154.2				
	EXEC. V.P.	122.2	60.4	182.6		$101.0	$126.0	$151.0
	BOARD OF DIR.	100.2	21.2	121.4		58.5	72.8	87.0
	CEO/PRESIDENT	91.6	42.3	133.9		75.9	95.2	114.6
	ASST. V.P./DIR	72.0	38.0	110.0		62.6	76.9	90.8
	SENIOR V.P.	58.3	4.7	63.0		49.3	61.6	73.9
	GROUP EXEC.				$ 46.8			
	NO IN POSITION: 14							
$ 521.7	WEIGHTED GROUP AVG:	$ 99.8	$ 38.5	$138.3	$ 46.8			
NO SCOPE REPORTED	SENIOR V.P.	$ 67.6	$ 12.4	$ 80.0		$ 61.7	$ 82.2	$102.8
	SENIOR V.P.	60.0	8.0	68.0		48.8	65.1	81.4
	SENIOR V.P.	55.0	2.0	57.0		34.0	53.4	61.5
	NO IN POSITION: 5							
	WEIGHTED GROUP AVG:	$ 60.5	$ 7.7	$ 68.2				
	NO IN POSITION: 19							
$ 521.7	POSITION AVERAGE:	$ 88.9	$ 29.9	$118.8	$ 46.8			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 41 - DISTRICT MANAGER

REGION #1 - NORTHEAST

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANN'L DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$100.0 AND ABOVE	VICE PRESIDENT				$ 82.7	$ 65.1	$ 81.4	$ 97.6
	VICE PRESIDENT	$ 81.8	$ 19.9	$101.7		67.0	84.0	101.0
	VICE PRESIDENT				64.6	48.9	60.0	71.0
	ASST. V.P./DIR	53.0	20.0	73.0		48.8	60.9	73.1
	DIV. V.P./MGR.	50.1	5.7	55.8		43.5	53.7	64.0
	VICE PRESIDENT	50.0	0.0	50.0		40.6	50.7	60.9
	VICE PRESIDENT	49.8	8.0	57.8		42.4	56.5	70.6
	REG. V.P./MGR.	49.0	10.6	59.6				
	DIV. V.P./MGR.	49.0	3.9	52.9		43.5	53.7	64.0
	DIV. V.P./MGR.	48.4	7.4	55.8		43.5	53.7	64.0
	VICE PRESIDENT	48.3	10.7	59.0		37.4	46.7	56.1
	ASST. V.P./DIR	47.2	9.6	56.8		37.8	49.1	60.4
	VICE PRESIDENT	47.0	10.4	57.4		38.3	48.7	59.1
	VICE PRESIDENT	47.0	3.9	50.9		40.0	50.0	60.0
	REG. V.P./MGR.	40.0	6.6	46.6		35.8	43.7	51.9
	NO IN POSITION: 48							
$ 193.7	WEIGHTED GROUP AVG:	$ 50.9	$ 9.6	$ 60.5	$ 69.1			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 41 - DISTRICT MANAGER

REGION #1 - NORTHEAST

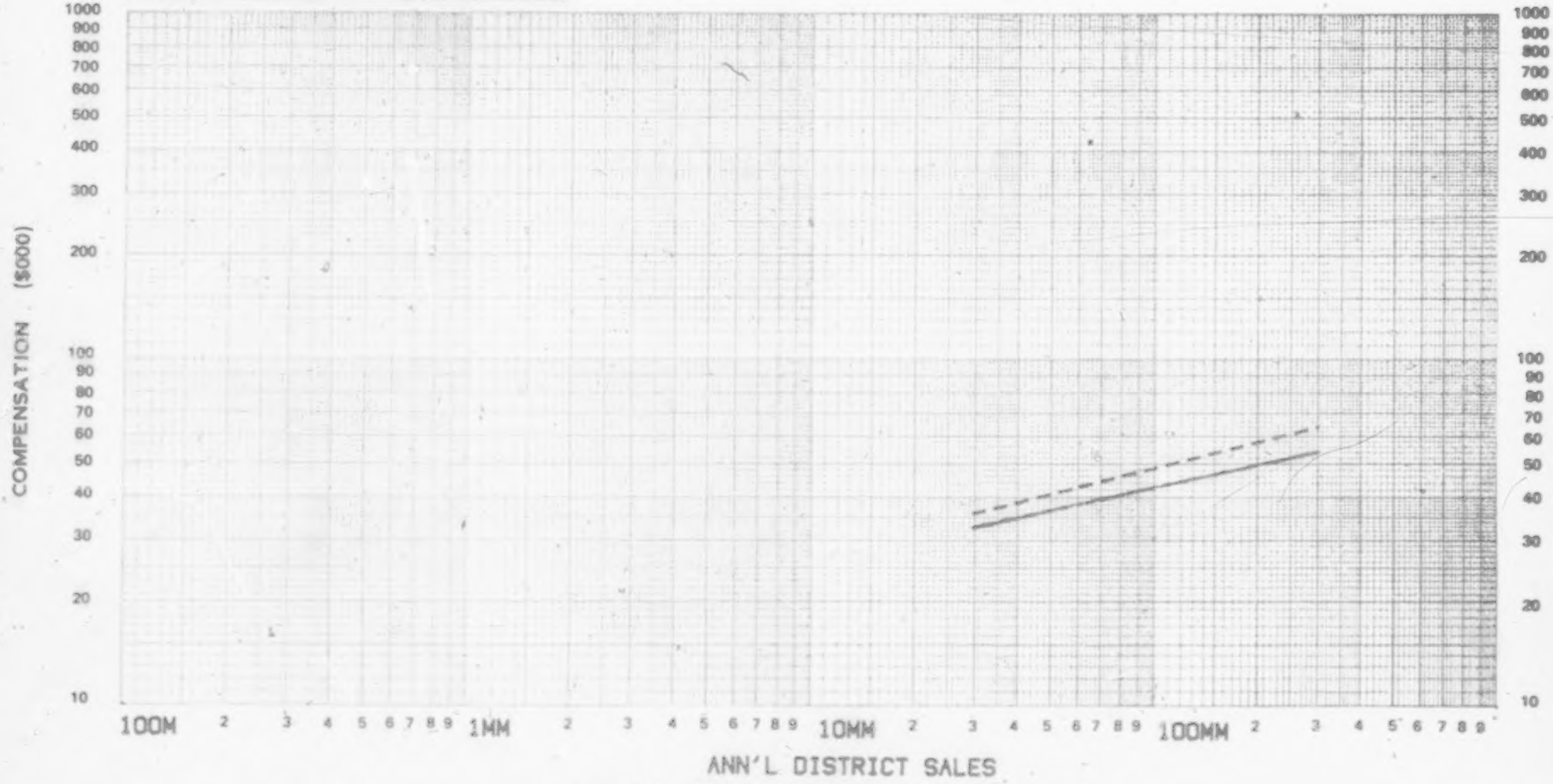
SCOPE ANN'L DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$99.9 AND BELOW	VICE PRESIDENT				$ 68.7	$ 59.2	$ 74.0	$ 88.8
	GROUP EXEC.				49.6			
	VICE PRESIDENT	$ 47.7	$ 0.0	$ 47.7		40.6	50.7	60.9
	REG. V.P./MGR.	46.6	10.1	56.7				
	C.O.O.	46.2	4.3	50.5		40.1	47.1	54.2
	VICE PRESIDENT	46.0	3.8	49.8		40.0	50.0	60.0
	REG. V.P./MGR.	44.9	10.0	54.9				
	SENIOR V.P.	41.4	5.1	46.5				
	REG. V.P./MGR.	39.8	6.1	45.9		35.8	43.7	51.9
	REG. V.P./MGR.	39.0	4.3	43.3		35.8	43.7	51.9
	REG. V.P./MGR.	37.5	4.3	41.8		35.8	43.7	51.9
	REG. V.P./MGR.	37.2	0.7	37.9		35.8	43.7	51.9
	NO IN POSITION: 40							
$ 74.5	WEIGHTED GROUP AVG:	$ 44.1	$ 7.5	$ 51.6	$ 59.2			
NO SCOPE REPORTED	DIV. V.P./MGR.	$ 50.5	$ 6.0	$ 56.5		$ 36.7	$ 48.9	$ 61.1
	VICE PRESIDENT	36.5	0.6	37.1		26.9	35.0	40.3
	NO IN POSITION: 6							
	WEIGHTED GROUP AVG:	$ 45.8	$ 4.2	$ 50.0				
	NO IN POSITION: 94							
$ 139.5	POSITION AVERAGE:	$ 47.6	$ 8.3	$ 55.9	$ 65.8			

Food Marketing Institute

1985/1986 MANAGEMENT COMPENSATION STUDY

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.77	1.08
Bonus Co's Total Comp	- - - - - -	0.63	1.13
Nonbonus Co's Salary	-·-·-·		



SURVEY POSITION #41 - DISTRICT MANAGER

REGION #1 - NORTHEAST

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #1 - NORTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$350.0				$ 49.1	$ 40.4	$ 49.6	$ 58.6		1.0	47.0	3.0	B	B
AND ABOVE	$ 47.0	$ 6.8	$ 53.8		41.9	52.4	62.9	5.0	2.0	46.0	26.0	B	A
	45.7	16.0	61.7		34.1	42.6	51.2	5.0	1.0	47.0	12.0	225	A
				43.2	33.3	40.8	48.3	5.2	1.0	45.0	3.0	B	[illegible]
	40.6	3.6	44.2		37.2	45.7	54.3						
	40.0	1.5	41.5					5.0	1.0	50.0	15.0	150	A
	39.3	3.6	42.9		37.2	45.7	54.3						
	39.1	4.0	43.1		37.2	45.7	54.3						
				38.8	26.7	36.7	46.7	5.0	1.0	48.0	18.1	205	A
	38.3	7.4	45.7					5.0	1.5	50.0	17.0	F	D
	37.4	4.4	41.8		32.8	41.0	49.2	5.0	1.0	48.0	24.0	E	E
	34.6	0.0	34.6		30.3	34.7	39.0	5.0	1.0	45.0			
	32.5	10.3	42.8		29.7	36.3	43.2						
NO. IN POS: 276													
$ 460.7 WT'D AVG:	$ 44.0	$ 6.1	$ 50.1	$ 40.7									

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #1 - NORTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$349.9	$ 41.8	$ 8.6	$ 50.4		$ 34.1	$ 42.6	$ 51.2	5.0	1.0	47.0	12.0	225	A
TO	40.6	2.3	42.9		37.2	45.7	54.3						
$250.0	40.0	5.0	45.0					5.0	2.0	50.0	10.0	150	
				$ 39.6	30.2	37.1	43.9	5.2	1.0	45.0	3.0	B	B
	39.1	2.2	41.3		37.2	45.7	54.3						
	38.1	3.3	41.4		37.2	45.7	54.3						
	38.0	1.5	39.5					5.0	1.0	50.0	15.0	150	A
	36.4	4.3	40.7		31.0	40.4	49.8	5.0	1.0	50.0	18.0	250	A
	35.9	1.8	37.7		30.7	38.3	46.0	5.0	2.0	45.0	11.0	160	160
	35.4	1.0	36.4					5.0		40.0			
	34.6	0.0	34.6		30.3	34.7	39.0	5.0	1.0	45.0			
	34.5	3.1	37.6		27.2	34.0	40.8	5.0	1.0	48.0	24.0	E	E
	34.5	9.8	44.3		29.7	36.3	43.2	5.0	2.0	50.0		A	A
NO. IN POS: 101													
$ 286.6 WT'D AVG:	$ 36.3	$ 3.6	$ 39.9	$ 39.6									

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #1 - NORTHEAST

SCOPE	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
AVG WKLY STORE SALES ($THOU)	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$249.9	$ 47.6	$ 9.6	$ 57.2		$ 34.1	$ 42.6	$ 51.2	5.0	1.0	47.0	12.0	225	A
TO	45.0	13.8	58.8					5.0	2.0	50.0	17.0	150	A
$175.0	41.3	3.7	45.0		30.7	38.3	46.0	5.0	2.0	45.0	11.0	160	160
	39.0	2.8	41.8		30.7	38.3	46.0	5.0	2.0	45.0	11.0	160	160
				$ 36.1	27.5	33.7	39.9	5.2	1.0	45.0	3.0	B	B
	35.8	6.2	42.0					5.0	1.5	50.0	17.0	F	D
				35.7	26.7	34.0	41.3	5.0	1.0	48.0	18.1	205	A
				35.6	26.7	34.0	41.3	5.0	1.0	48.0	18.1	205	A
	32.9	2.4	35.3		27.2	34.0	40.8	5.0	1.0	48.0	24.0	E	E
	32.8	7.1	39.9		29.7	36.3	43.2	5.0	2.0	50.0		A	A
	31.6	4.8	36.4		29.7	36.3	43.2	5.0	2.0	50.0		A	A
	30.0	0.6	30.6					5.0	1.0	50.0	15.0	150	A
	30.0	6.9	36.9		28.0	35.1	42.1	5.0	2.0	43.0	17.0	145	145
	29.6	1.8	31.4		22.9	30.4	37.8	5.0	2.0	45.0	20.0	140	140
	29.0	1.0	30.0					5.0		40.0			
	28.7	1.0	29.7					5.0		40.0			
NO. IN POS: 227													
$ 220.2 WT'D AVG:	$ 33.3	$ 5.2	$ 38.5	$ 35.7									

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #1 - NORTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$174.9	$ 42.9	$ 9.0	$ 51.9		$ 34.1	$ 42.6	$ 51.2	5.0	1.0	47.0	12.0	225	A
TO	42.3	13.1	55.4					5.0	2.0	50.0	17.0	150	A
$125.0				$ 38.5				6.0	2.0	60.0	20.0	150	150
	37.2	2.8	40.0		30.7	38.3	46.0	5.0	2.0	45.0	11.0	160	160
	35.1	5.7	40.8					5.0	1.5	50.0	17.0	F	D
	35.0	3.0	38.0					5.0	2.0	50.0	10.0	150	
	34.6	0.0	34.6		30.3	34.7	39.0	5.0	1.0	45.0			
				34.4	26.7	34.0	41.3	5.0	1.0	48.0	18.1	205	A
	32.4	5.5	37.9		29.7	36.3	43.2						
	31.0	2.3	33.3		25.6	32.0	38.4	5.0	1.0	48.0	24.0	E	E
	30.3	0.0	30.3		25.5	29.3	33.0	5.0	1.0	45.0			
	29.2	4.4	33.6		26.7	32.9	38.8						
	28.6	1.0	29.6					5.0		40.0			
	28.5	1.5	30.0		22.9	30.4	37.8	5.0	2.0	45.0	20.0	112	112
NO. IN POS: 130													
$ 152.0 WT'D AVG:	$ 32.4	$ 3.4	$ 35.8	$ 35.8									

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #1 - NORTHEAST

SCOPE	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
AVG WKLY STORE SALES ($THOU)	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$124.9	$ 45.0	$ 13.8	$ 58.8					5.0	2.0	50.0	17.0	150	A
TO	38.9	12.3	51.2					5.0	2.0	50.0	17.0	150	A
$75.0				$ 36.9				6.0	2.0	59.0	20.0	135	135
	35.2	11.3	46.5					5.0	2.0	50.0	17.0	150	A
	34.1	5.6	39.7					5.0	1.5	50.0	17.0	F	D
	32.5	5.4	37.9					5.0	1.5	50.0	17.0	F	D
				32.5	$ 25.0	$ 30.7	$ 36.3	5.2	1.0	45.0	3.0	B	B
	31.5	2.8	34.3		29.7	36.3	43.2	5.0	2.0	50.0		A	A
	30.9	3.3	34.2		26.7	32.9	38.8	5.0	2.0	50.0		A	A
	30.2	1.0	31.2		25.6	32.0	38.4	5.0	1.0	48.0	24.0	E	E
	30.0	3.7	33.7		26.7	32.9	38.8						
	27.2	1.0	28.2					5.0		40.0			
	26.5	1.2	27.7		22.9	30.4	37.8	5.0	2.0	45.0	20.0	112	112
	25.8	1.3	27.1		21.8	26.9	31.9	5.0	2.0	45.0	20.0	140	140
NO. IN POS: 185													
$ 106.5 WT'D AVG:	$ 32.6	$ 5.0	$ 37.6	$ 35.1									

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

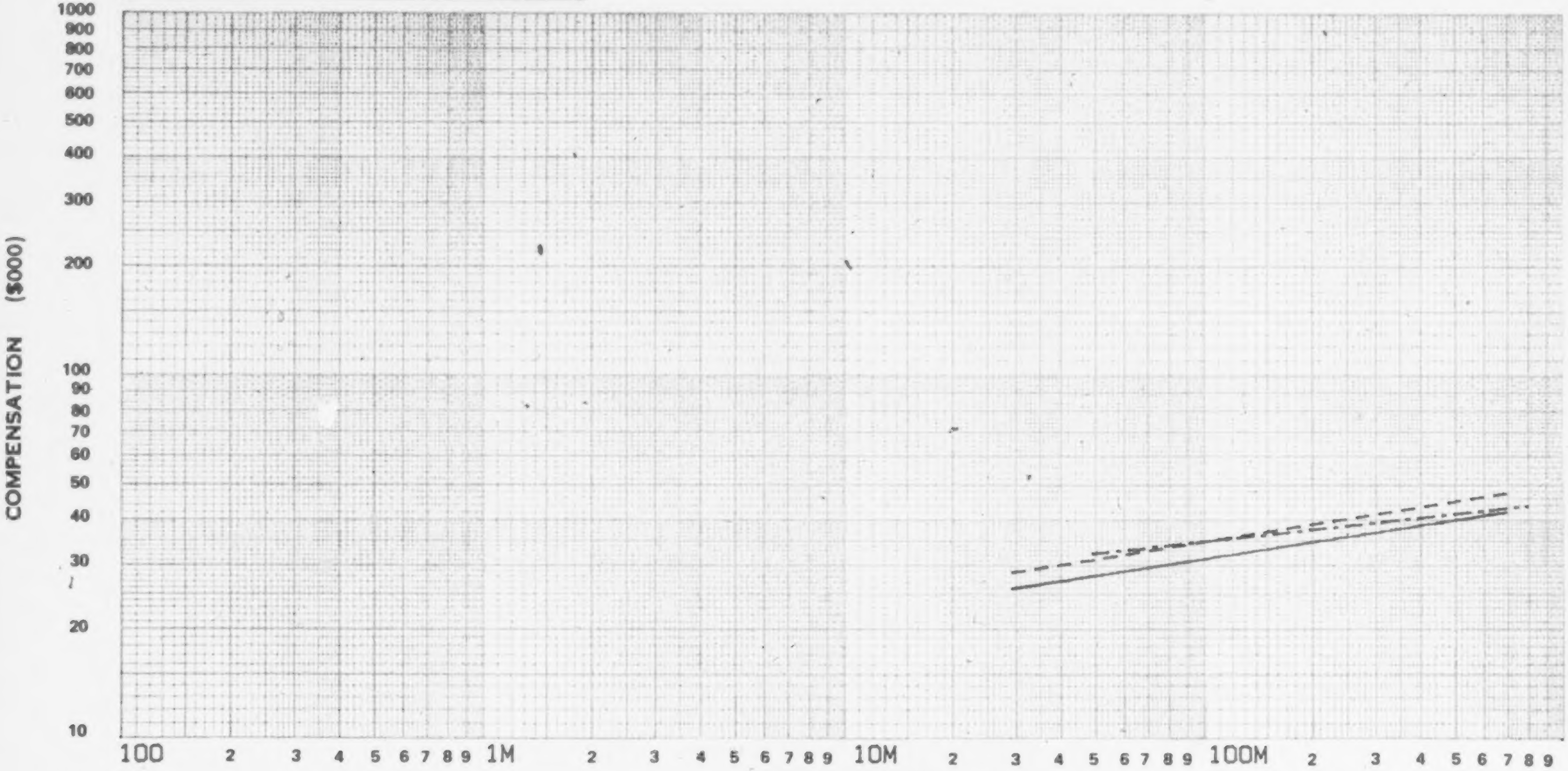
REGION #1 - NORTHEAST

SCOPE	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
AVG WKLY STORE SALES ($THOU)	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$74.9 AND BELOW				$ 35.6				6.0	2.0	59.0	20.0	120	120
	$ 32.0	$ 10.5	$ 42.5					5.0	2.0	50.0	17.0	150	A
	31.5	5.0	36.5					5.0	1.5	50.0	17.0	F	D
	29.8	1.9	31.7		$ 26.7	$ 32.9	$ 38.8	5.0	2.0	50.0		A	A
	29.2	6.4	35.6					5.0	1.5	50.0	17.0	F	D
	28.6	1.7	30.3					5.0	1.0	45.0	12.0	150	D
	28.4	1.5	29.9		20.7	24.7	28.7	5.0	2.0	45.0	20.0	140	140
	27.2	1.6	28.8		20.7	24.7	28.7	5.0	2.0	45.0	20.0	140	140
	26.6	2.4	29.0		26.7	32.9	38.8						
	26.4	1.0	27.4					5.0		40.0			
	25.5	2.2	27.7		24.4	30.0	35.5						
	25.0	1.0	26.0					5.0		40.0			
NO. IN POS: 161													
$ 58.0 WT'D AVG:	$ 29.1	$ 3.0	$ 32.1	$ 35.6									
NO SCOPE REPORTED	$ 39.6	$ 0.0	$ 39.6		$ 32.6	$ 40.7	$ 48.9	5.0	2.0	50.0	15.0	175	
	39.6	0.0	39.6		33.8	40.1	45.5	5.0	2.0	45.0	17.0	200	D
	38.6	0.0	38.6		31.2	35.1	38.2	5.0	2.0	45.0	17.0	200	D
	36.4	0.0	36.4		32.6	40.7	48.9	5.0	2.0	50.0	15.0	175	
	36.1	0.0	36.1		29.9	33.3	36.1	5.0	2.0	45.0	17.0	200	D
	34.2	0.0	34.2		29.9	33.3	36.1	5.0	2.0	45.0	17.0	200	D
	33.8	0.0	33.8		32.6	40.7	48.9	5.0	2.0	50.0	15.0	175	
	33.2	0.0	33.2		28.6	31.7	34.3	5.0	2.0	45.0	17.0	200	D
	32.2	0.0	32.2		28.6	31.7	34.3	5.0	2.0	45.0	17.0	200	D
	29.6	0.0	29.6		28.6	31.7	34.3	5.0	2.0	45.0	17.0	200	D
NO. IN POS: 104													
WT'D AVG:	$ 36.5	$ 0.0	$ 36.5										
NO. IN POS: 1184													
$ 236.0 POSITION AVG:	$ 35.3	$ 4.1	$ 39.4	$ 37.9									

Food Marketing Institute

1985/1986 MANAGEMENT COMPENSATION STUDY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.41	1.13
Bonus Co's Total Comp	------	0.26	1.20
Nonbonus Co's Salary	-·-·-·-	0.59	1.08



AVG WKLY STORE SALES

SURVEY POSITION #42 - STORE MANAGER

REGION #1 - NORTHEAST

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - ASSISTANT/CO-STORE MANAGER
REGION #1 - NORTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$250.0 AND ABOVE	$ 35.5	$ 4.8	$ 40.3		$ 31.1	$ 38.9	$ 46.7	5.0	2.0	46.0	26.0	B	A
	33.8	0.8	34.6		27.9	34.0	40.1						
	33.8	1.4	35.2		27.9	34.0	40.1						
				$ 32.6	25.0	30.7	36.3	5.2	1.5	45.0	44.0	B	B
	32.5	1.3	33.8		27.9	34.0	40.1						
	32.5	1.3	33.8		27.9	34.0	40.1						
	31.9	0.2	32.1		27.9	34.0	40.1						
	31.9	1.9	33.8		27.9	34.0	40.1						
				31.8				5.0	2.0	50.0	15.0	150	A
	31.0	2.9	33.9		26.4	33.8	41.2	5.0	1.0	50.0	18.0	250	A
				29.4	25.5	29.3	33.0	5.0	1.0	45.0			
				29.4	25.5	29.3	33.0	5.0	1.0	45.0			
				28.3	24.4	30.0	35.5	5.0	2.0	50.0	50.0	A	A
	28.1	2.0	30.1		25.2	27.8	30.4	5.0	1.0	45.0	28.0	E	E
	27.9	1.7	29.6		25.2	27.8	30.4	5.0	1.0	45.0	28.0	E	E
				26.2	21.2	26.5	31.8	5.0	4.0	48.0	23.9	180	A
				26.0	21.2	26.5	31.8	5.0	4.0	48.0	23.9	180	A
				24.3	24.4	30.0	35.5	5.0	2.0	50.0	50.0	A	A
NO. IN POS: 448													
$ 346.9 WT'D AVG:	$ 33.9	$ 3.8	$ 37.7	$ 27.2									

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - ASSISTANT/CO-STORE MANAGER
REGION #1 - NORTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$249.9				$ 29.6				6.0	2.0	60.0	20.0	145	145
TO				29.4	$ 25.5	$ 29.3	$ 33.0	5.0	1.0	45.0			
$125.0				27.5	24.4	30.0	35.5	5.0	2.0	50.0	50.0	A	A
	$ 27.3	$ 1.2	$ 28.5		24.7	26.5	28.3	5.0	1.0	45.0	28.0	E	E
				26.8	24.4	30.0	35.5	5.0	2.0	50.0	50.0	A	A
	26.5	1.0	27.5		24.4	25.6	26.8	5.0	1.0	45.0	28.0	E	E
	25.6	0.0	25.6		20.9	26.2	31.4	5.0	2.0	43.0	17.0	145	145
	24.7	1.2	25.9		21.8	26.9	31.9	5.0	2.0	45.0	20.0	140	140
				24.3	21.2	26.5	31.8	5.0	4.0	48.0	23.9	180	A
				24.0				5.0	2.0	50.0	15.0	150	A
	23.2	1.0	24.2		21.8	26.9	31.9	5.0	2.0	45.0	20.0	112	112
				23.1	24.4	30.0	35.5	5.0	2.0	50.0	50.0	A	A
				23.0	24.4	30.0	35.5	5.0	2.0	50.0	50.0	A	A
				23.0				5.0	3.0	50.0	15.0	150	A
				21.9	18.9	22.0	25.0	5.0	1.0	45.0			
	20.2	0.5	20.7					5.0		40.0			
	20.1	0.5	20.6					5.0		40.0			
	19.9	0.5	20.4					5.0		40.0			
	19.3	0.5	19.8					5.0		40.0			
NO. IN POS: 189													
$ 182.8 WT'D AVG:	$ 23.6	$ 0.5	$ 24.1	$ 25.7									

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - ASSISTANT/CO-STORE MANAGER
REGION #1 - NORTHEAST

SCOPE	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
AVG WKLY STORE SALES ($THOU)	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$124.9 AND BELOW	$ 33.7	$ 1.9	$ 35.6		$ 25.6	$ 32.1	$ 38.5	5.0	2.0	45.0	11.0	160	160
	33.1	2.3	35.4		25.6	32.1	38.5	5.0	2.0	45.0	11.0	160	160
	32.9	1.3	34.2		25.6	32.1	38.5	5.0	2.0	45.0	11.0	160	160
				$ 29.1				6.0	2.0	60.0	20.0	115	115
				28.8				6.0	2.0	60.0	20.0	130	130
				27.3	24.4	30.0	35.5	5.0	2.0	50.0	50.0	A	A
				26.6	24.4	30.0	35.5	5.0	2.0	50.0	50.0	A	A
	25.6	0.6	26.2		24.4	25.6	26.8	5.0	1.0	45.0	28.0	E	E
				24.9				5.0	3.0	45.0	17.0	F	E
				24.9				5.0	3.0	45.0	17.0	F	E
				24.9				5.0	3.0	45.0	17.0	F	E
				24.9				5.0	3.0	45.0	17.0	F	E
	24.9	0.9	25.8		18.1	20.8	23.4	5.0	2.0	45.0	20.0	140	140
				24.9				5.0	3.0	45.0	17.0	F	E
				24.9				5.0	3.0	45.0	17.0	F	E
	24.5	0.5	25.0					5.0		40.0			
				24.0				5.0		40.0		E	E
	23.9	1.1	25.0		18.1	20.8	23.4	5.0	2.0	45.0	20.0	140	140
	23.4	0.9	24.3		19.1	22.7	26.3	5.0	2.0	45.0	20.0	140	140
				23.2	22.3	27.0	32.2	5.0	2.0	50.0	50.0	A	A
	23.1	0.9	24.0		21.8	26.9	31.9	5.0	2.0	45.0	20.0	112	112
				22.9	22.3	27.0	32.2	5.0	2.0	50.0	50.0	A	A
				21.9	22.3	27.0	32.2	5.0	2.0	50.0	50.0	A	A
	20.0	0.5	20.5					5.0		40.0			
	18.2	0.5	18.7					5.0		40.0			
NO. IN POS: 204 $ 74.0 WT'D AVG:	$ 27.3	$ 1.1	$ 28.4	$ 24.9									

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - ASSISTANT/CO-STORE MANAGER
REGION #1 - NORTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE	$ 31.0	$ 0.0	$ 31.0		$ 28.0	$ 32.0	$ 36.4	5.0	2.0	50.0	17.0	150	
REPORTED				$ 29.6	28.3	29.3	30.4	5.0	2.0	45.0	17.0	175	D
				29.2	29.3	30.4	31.5	5.0	2.0	45.0	17.0	175	D
	28.8	0.0	28.8		24.0	28.0	32.5	5.0	2.0	50.0	17.0	150	
				28.6	27.3	28.3	29.3	5.0	2.0	45.0	17.0	175	D
				28.1	32.5	35.1	37.7	5.0	2.0	45.0	17.0	175	D
				28.0	28.3	29.3	30.4	5.0	2.0	45.0	17.0	175	D
				27.5	27.3	28.3	29.3	5.0	2.0	45.0	17.0	175	D
NO. IN POS: 144 WT'D AVG:	$ 30.5	$ 0.0	$ 30.5	$ 28.5									
NO. IN POS: 985 POSITION $ 243.8 AVG:	$ 30.7	$ 2.6	$ 33.3	$ 26.5									

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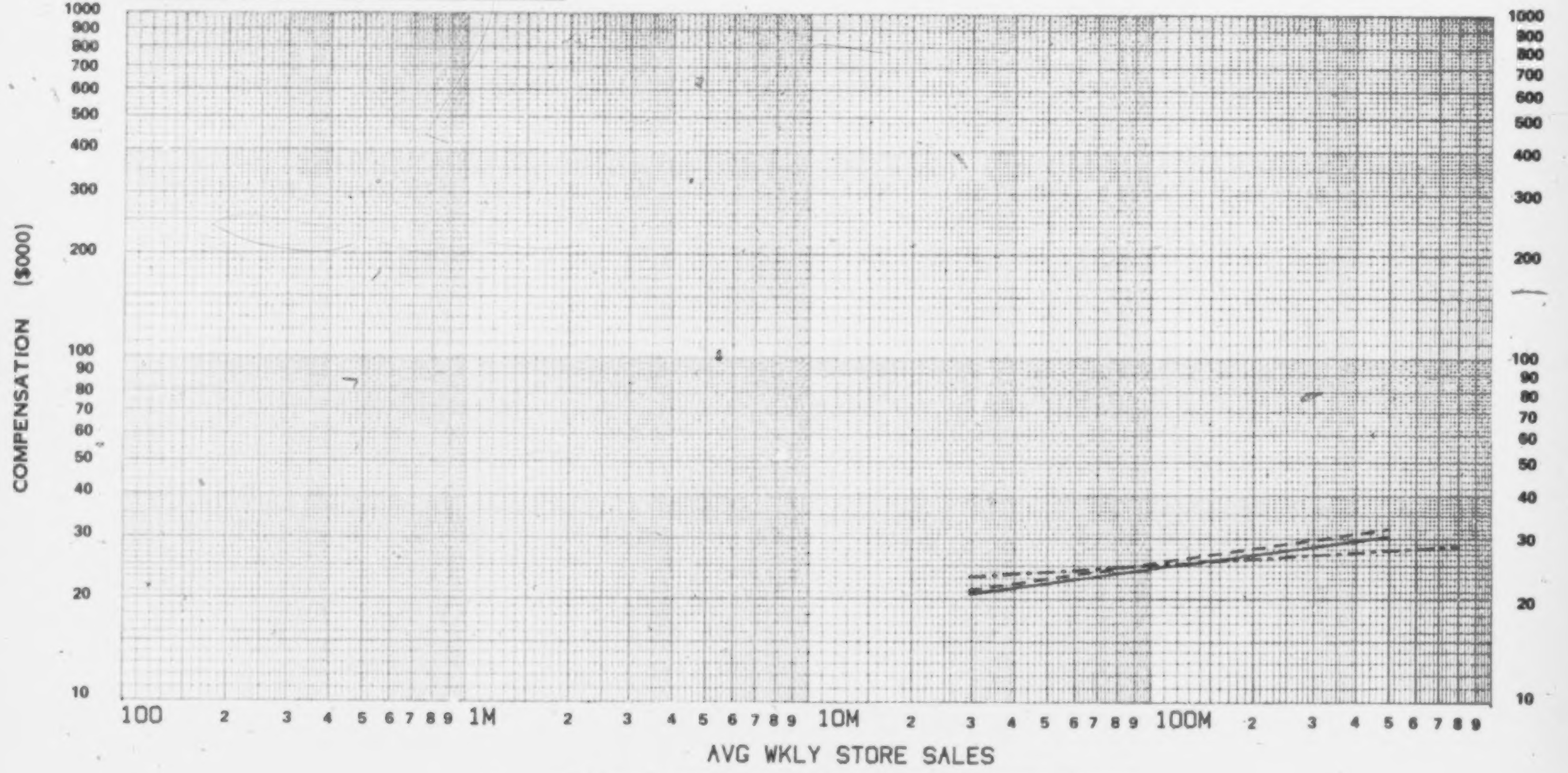
LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.22	1.20
Bonus Co's Total Comp	------	0.22	1.21
Nonbonus Co's Salary	-.-.-.	0.21	1.10



SURVEY POSITION #43 - ASSISTANT/CO-STORE MANAGER

REGION #1 - NORTHEAST

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER
REGION #1 - NORTHEAST

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$50.0	$ 35.0	$ 2.8	$ 37.8		$ 24.6	$ 30.8	$ 36.9	5.0	2.0	45.0	11.0	160	160
AND ABOVE				$ 33.7	29.7	33.7	35.0	5.0	1.0	45.0	17.0	F	E
				31.2				5.5	1.0	44.0	26.0	E	E
				31.1				5.0	1.0	40.0		F	F
				31.1				5.0	1.0	40.0		F	F
	31.0	6.0	37.0					5.0		40.0	15.0	F	F
				30.6									
				29.9									
				29.9									
				29.8				5.0		40.0	15.0	F	E
	29.7	12.8	42.5					5.0	1.0	44.0	15.0	200	
	29.2	0.0	29.2		27.6	29.6	31.7	5.0	1.0	45.0	26.0	E	E
	29.0	1.5	30.5		27.0	28.8	30.7	5.0	1.0	45.0	26.0	E	E
				28.2	24.6	28.2	31.8						
				26.7				5.0	2.0	45.0	1.0	G	G
				24.5				5.0	2.0				
				22.0				5.0		40.0		E	E
NO. IN POS: 168													
$ 63.7 WT'D AVG:	$ 30.7	$ 5.9	$ 36.6	$ 30.2									

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER
REGION #1 - NORTHEAST

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$49.9				$ 35.2	$ 32.0	$ 35.2	$ 37.0	5.0	1.0	45.0	17.0		E
TO				33.7	29.7	33.7	35.0	5.0	1.0	45.0	17.0	F	E
$40.0	$ 33.2	$ 1.7	$ 34.9		24.6	30.8	36.9	5.0	2.0	45.0	11.0	160	160
				31.1				5.0	1.0	40.0		F	F
				29.8				5.0		40.0	15.0	F	E
	29.7	11.0	40.7					5.0	1.0	44.0	15.0	200	
				28.6				5.2	1.0	43.0	20.0	E	E
				28.2	24.6	28.2	31.8						
	27.9	1.1	29.0		26.5	28.0	29.6	5.0	1.0	45.0	26.0	E	E
				26.7				5.0	2.0	45.0	1.0	G	G
				23.6				5.0		40.0		E	E
NO. IN POS: 126													
$ 42.3 WT'D AVG:	$ 29.7	$ 2.6	$ 32.3	$ 29.4									
$39.9				$ 33.7	$ 29.7	$ 33.7	$ 35.0	5.0	1.0	45.0	17.0	F	E
TO	$ 32.0	$ 1.5	$ 33.5		24.6	30.8	36.9	5.0	2.0	45.0	11.0	160	160
$30.0				31.1				5.0	1.0	40.0		F	F
				30.4				5.0		42.0	12.0	F	E
				29.8				5.0		40.0	15.0	F	E
	29.7	8.9	38.6					5.0	1.0	44.0	15.0	200	
				26.7				5.0	2.0	45.0	1.0	G	G
	26.0	0.0	26.0					5.0	2.0	43.0			
				24.5				5.0	2.0				
				24.5				5.0	2.0				
				23.1	22.3	23.6	24.8	5.0	2.0	40.0			E
NO. IN POS: 104													
$ 30.6 WT'D AVG:	$ 26.8	$ 0.9	$ 27.7	$ 29.0									

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER
REGION #1 - NORTHEAST

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$29.9				$ 35.2	$ 32.0	$ 35.2	$ 37.0	5.0	1.0	45.0	17.0		E
TO				31.1				5.0	1.0	40.0		F	F
$20.0				30.4	28.0	30.4	32.0	5.0	1.0	45.0	17.0	E	E
				30.4				5.0		42.0	12.0	F	E
	$ 29.8	$ 0.4	$ 30.2		24.6	30.8	36.9	5.0	2.0	45.0	11.0	160	160
	29.7	8.8	38.5					5.0	1.0	44.0	15.0	200	
				28.2	24.6	28.2	31.8						
	27.5	1.0	28.5		26.5	28.0	29.6	5.0	1.0	45.0	26.0	E	E
				26.4				5.0	2.0	45.0	1.0	G	G
	26.1	0.8	26.9		25.5	26.9	28.3	5.0	1.0	45.0	26.0	E	E
				25.3	22.6	25.2	27.8						
				24.6	22.3	22.6	24.8	5.0	2.0	40.0			E
				24.5				5.0	2.0				
				22.7				5.0		40.0		E	E
				22.3				5.0		40.0		E	E
NO. IN POS: 133													
$ 24.3 WT'D AVG:	$ 27.2	$ 1.4	$ 28.6	$ 26.1									

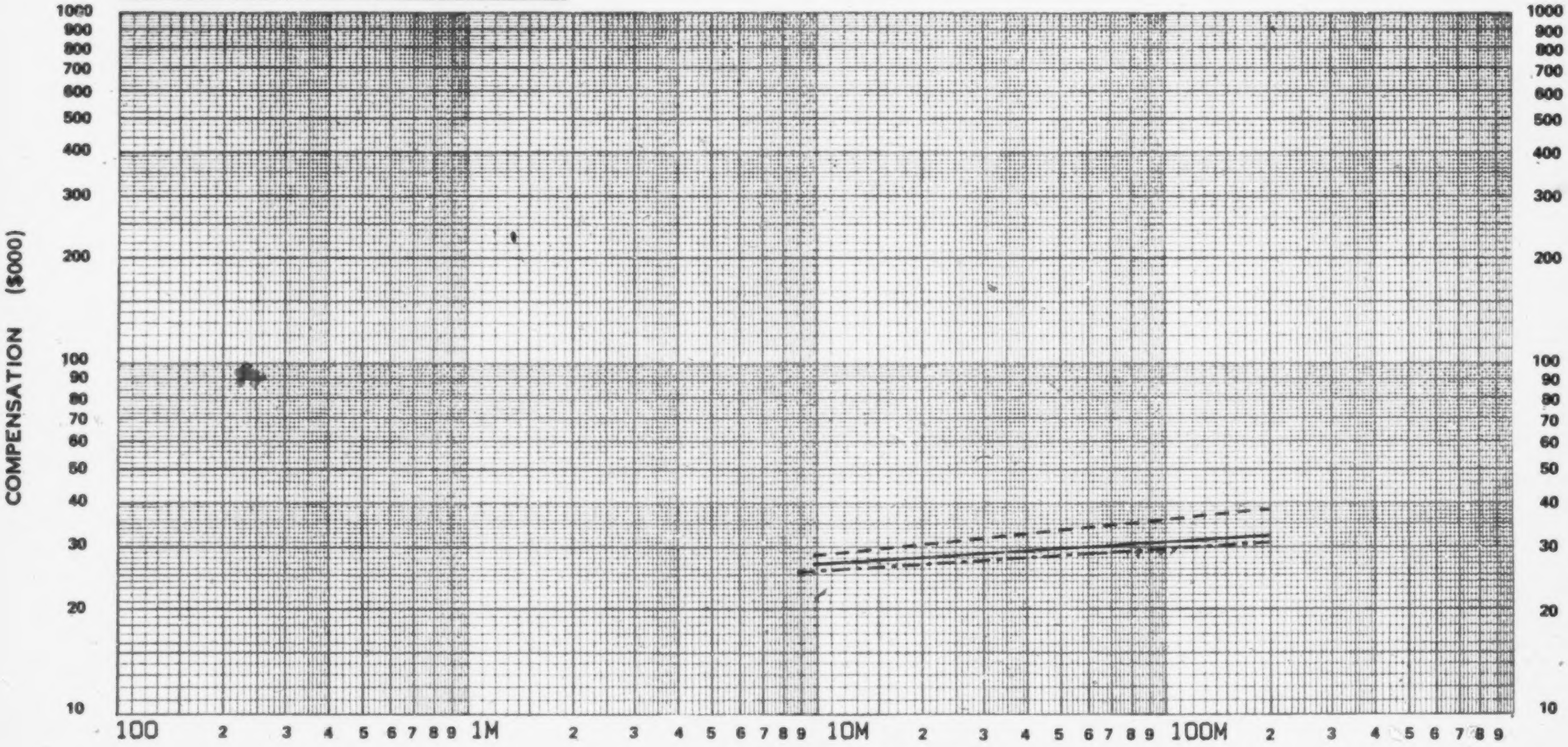
FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER
REGION #1 - NORTHEAST

SCOPE		BONUS COMPANIES			NONBONUS	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
AVG WKLY MEAT SALES ($THOU)		SALARY	BONUS	TOTAL COMP	COMPANIES SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$19.9 AND BELOW					$ 33.7	$ 29.7	$ 33.7	$ 35.0	5.0	1.0	45.0	17.0	F	E
					30.4				5.0		42.0	12.0	F	E
					30.4				5.0		42.0	12.0	F	E
					30.4				5.0		42.0	12.0	F	E
					28.6				5.0	1.0	42.0	20.0	E	E
					27.5				5.0		41.5		F	G
					27.5				5.0		42.0	52.0	F	G
		$ 27.3	$ 0.5	$ 27.8		25.5	26.9	28.3	5.0	1.0	45.0	26.0	E	E
					26.4				5.0	2.0	45.0	1.0	G	G
					24.9				5.0	1.0	45.0	26.0	E	E
					24.5				5.0	2.0				
					23.5	22.3	23.6	24.8	5.0	2.0	40.0			E
					22.6	22.3	23.6	24.8	5.0	2.0	40.0			E
					21.4				5.0		40.0		E	E
NO. IN POS: 169														
$ 13.9	WT'D AVG:	$ 27.3	$ 0.5	$ 27.8	$ 25.4									
NO SCOPE REPORTED					$ 30.1				5.0	1.0	40.0	12.8	E	F
					29.8				5.0	1.0	40.0	12.8	E	F
					29.4				5.0	1.0	40.0	12.8	E	F
					29.4				5.0	1.0	40.0	12.8	E	F
					29.4				5.0	1.0	40.0	12.8	E	F
					28.8				5.0	1.0	40.0	12.8	E	F
NO. IN POS: 78														
	WT'D AVG:				$ 29.5									
NO. IN POS: 778														
$ 35.4	POSITION AVG:	$ 28.6	$ 2.8	$ 31.4	$ 27.9									

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.18	1.08
Bonus Co's Total Comp	------	0.12	1.17
Nonbonus Co's Salary	-·-·-·	0.09	1.14

Food Marketing Institute

1985/1986 MANAGEMENT COMPENSATION STUDY



AVG WKLY MEAT SALES

SURVEY POSITION #44 - MEAT DEPARTMENT MANAGER

REGION #1 - NORTHEAST

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - PHARMACY MANAGER

REGION #1 - NORTHEAST

Responsible for the management and operation of the store's pharmacy department, including prescriptions, inventory control, customer and employee relations, compliance with regulatory agencies and company policies. Must be a registered pharmacist. May be considered to be the assistant store manager.

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$50.0 AND BELOW	MANAGER				$ 38.1	$ 26.7	$ 34.0	$ 41.3
	MANAGER				36.2			
	MANAGER	$ 36.1	$ 2.3	$ 38.4		27.8	37.5	47.2
	MANAGER				35.5			
	MANAGER				34.9			
	MANAGER				34.1			
	MANAGER	33.2	0.7	33.9				
	MANAGER	33.2	0.7	33.9				
	NO IN POSITION: 75							
$ 11.8	WEIGHTED GROUP AVG:	$ 35.5	$ 2.0	$ 37.5	$ 35.3			
NO SCOPE REPORTED	ASST. V.P./DIR				$ 38.9	$ 35.0	$ 40.0	$ 45.0
	ASST. V.P./DIR				38.9	35.0	40.0	45.0
	DIST.MANAGER	$ 26.0	$ 0.0	$ 26.0				
	NO IN POSITION: 15							
	WEIGHTED GROUP AVG:	$ 26.0	$ 0.0	$ 26.0	$ 38.9			
	NO IN POSITION: 90							
$ 11.8	POSITION AVERAGE:	$ 34.7	$ 1.8	$ 36.5	$ 35.9			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - PHARMACIST

REGION #1 - NORTHEAST

Responsible for the efficient, ethical and lawful compounding and dispensing of prescription pharmaceuticals. Advises customers on the use and storage of prescription and non-prescription drugs. Orders and maintains supply of drugs, chemicals, and other pharmaceutical stock.

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$25.0	MANAGER				$ 34.0	$ 26.7	$ 34.0	$ 41.3
AND BELOW	MANAGER	$ 33.0	$ 1.0	$ 34.0		26.4	33.8	41.2
	MANAGER				31.8			
	MANAGER				30.9			
	MANAGER				30.0			
	MANAGER				28.5			
	NO IN POSITION: 49							
$ 10.9	WEIGHTED GROUP AVG:	$ 33.0	$ 1.0	$ 34.0	$ 32.2			
NO SCOPE REPORTED	MANAGER				$ 37.1	$ 32.5	$ 37.5	$ 42.5
	MANAGER				37.1	32.5	37.5	42.5
	DIV. V.P./MGR.				31.2			
	NO IN POSITION: 16							
	WEIGHTED GROUP AVG:				$ 36.4			
	NO IN POSITION: 65							
$ 10.9	POSITION AVERAGE:	$ 33.0	$ 1.0	$ 34.0	$ 33.4			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

REGION #2 - N. E. CENTRAL

Responsible for carrying out merchandising programs for grocery products among an assigned number of stores. Determines the type of grocery items, quality, grades and brands. Recommends retail prices on grocery items as appropriate. Coordinates the purchase of grocery products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$425.0 AND BELOW	VICE PRESIDENT	$ 48.0	$ 6.5	$ 54.5		$ 43.8	$ 53.1	$ 62.5
	VICE PRESIDENT	41.5	10.0	51.5				
	ASST. V.P./DIR				$ 40.0			
	EXEC. V.P.	37.9	5.0	42.9				
	GROUP EXEC.				35.6			
	SENIOR V.P.				34.6			
	DIV. V.P./MGR.	34.5	3.0	37.5		34.4	43.0	51.6
	ASST. V.P./DIR	32.0	5.0	37.0		30.0	32.0	33.0
	MANAGER				30.4	27.6	33.3	39.0
	MANAGER	23.0	0.0	23.0				
	CEO/PRESIDENT	13.8	0.6	14.4				
	NO IN POSITION: 20							
$ 131.7	WEIGHTED GROUP AVG:	$ 26.0	$ 2.9	$ 28.9	$ 33.0			
NO SCOPE REPORTED	VICE PRESIDENT	$ 67.5	$ 8.5	$ 76.0				
	ASST. V.P./DIR	55.9	11.5	67.4		$ 46.7	$ 58.4	$ 70.1
	GROUP EXEC.				$ 35.0			
	NO IN POSITION: 7							
	WEIGHTED GROUP AVG:	$ 57.8	$ 11.0	$ 68.8	$ 35.0			
	NO IN POSITION: 27							
$ 131.7	POSITION AVERAGE:	$ 37.2	$ 5.8	$ 43.0	$ 33.2			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

REGION #2 - N. E. CENTRAL

Responsible for carrying out merchandising programs for meat products (including deli) among an assigned number of stores. Determines the type of meat items, quality, grades and brands. Recommends retail prices on meat items as appropriate. Coordinates the purchase of meat products to ensure an appropriate assortment to achieve sales and profits objectives. Develops meat case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$150.0 AND BELOW	ASST. V.P./DIR	$ 53.0	$ 7.0	$ 60.0		$ 43.8	$ 53.1	$ 62.5
	ASST. V.P./DIR				$ 49.0			
	DIV. V.P./MGR.	43.3	2.0	45.3		39.1	48.8	58.6
	VICE PRESIDENT	42.0	11.0	53.0				
	VICE PRESIDENT				39.6	25.7	32.1	38.5
	EXEC. V.P.	37.7	1.7	39.4				
	VICE PRESIDENT				34.4			
	ASST. V.P./DIR	30.0	4.0	34.0		29.0	30.0	31.0
	MANAGER				28.6	27.6	33.3	39.0
	MANAGER	28.5	0.0	28.5				
	NO IN POSITION: 16							
$ 40.6	WEIGHTED GROUP AVG:	$ 39.1	$ 4.3	$ 43.4	$ 33.4			
NO SCOPE REPORTED	VICE PRESIDENT	$ 75.0	$ 10.0	$ 85.0				
	ASST. V.P./DIR	53.9	9.2	63.1		$ 46.7	$ 58.4	$ 70.1
	GROUP EXEC.				$ 39.0			
	VICE PRESIDENT				33.0			
	NO IN POSITION: 8							
	WEIGHTED GROUP AVG:	$ 57.4	$ 9.4	$ 66.8	$ 36.0			
	NO IN POSITION: 24							
$ 40.6	POSITION AVERAGE:	$ 48.3	$ 6.8	$ 55.1	$ 33.8			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

REGION #2 - N. E. CENTRAL

Responsible for carrying out merchandising programs for produce products among an assigned number of stores. Determines the type of produce items, quality, grades and brands. Recommends retail prices on produce items as appropriate. Coordinates the purchase of produce products to ensure an appropriate assortment to achieve sales and profits objectives. Develops refrigeration case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$50.0 AND BELOW	ASST. V.P./DIR	$ 54.4	$ 7.6	$ 62.0		$ 43.8	$ 53.1	$ 62.5
	EXEC. V.P.	43.4	5.3	48.7				
	VICE PRESIDENT				$ 40.3	21.6	27.0	32.4
	VICE PRESIDENT	36.0	9.0	45.0				
	MANAGER				30.8	27.6	33.3	39.0
	ASST. V.P./DIR	30.0	4.0	34.0		29.0	30.0	31.0
	ASST. V.P./DIR				30.0			
	VICE PRESIDENT				27.9			
	DIST.MANAGER	23.0	1.4	24.4				
	NO IN POSITION: 18							
$ 9.8	WEIGHTED GROUP AVG:	$ 33.3	$ 4.3	$ 37.6	$ 31.0			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 52.8	$ 10.7	$ 63.5		$ 46.7	$ 58.4	$ 70.1
	VICE PRESIDENT	47.5	5.0	52.5				
	GROUP EXEC.				$ 30.0			
	NO IN POSITION: 7							
	WEIGHTED GROUP AVG:	$ 51.9	$ 9.8	$ 61.7	$ 30.0			
	NO IN POSITION: 25							
$ 9.8	POSITION AVERAGE:	$ 41.9	$ 6.8	$ 48.7	$ 30.9			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 29 - DAIRY MERCHANDISER

REGION #2 - N. E. CENTRAL

Responsible for developing and carrying out merchandising programs for dairy products among an assigned number of stores. Determines the type of dairy items, quality, grades and brands. Recommends retail prices on dairy items as appropriate. Coordinates the purchase of dairy products to ensure an appropriate assortment to achieve sales and profits objectives. Develops refrigeration case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL DAIRY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$125.0 AND BELOW	SENIOR V.P.				$ 34.0			
	ASST. V.P./DIR				31.5			
	VICE PRESIDENT	$ 30.0	$ 33.0	$ 63.0				
	DIV. V.P./MGR.	29.7	5.0	34.7		$ 34.4	$ 43.0	$ 51.6
	MANAGER	20.0	0.0	20.0				
	NO IN POSITION: 5							
$ 53.6	WEIGHTED GROUP AVG:	$ 26.6	$ 12.6	$ 39.2	$ 32.8			
	NO IN POSITION: 5							
$ 53.6	POSITION AVERAGE:	$ 26.6	$ 12.6	$ 39.2	$ 32.8			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 30 - NONFOOD MERCHANDISER

REGION #2 - N. E. CENTRAL

Responsible for developing and carrying out merchandising programs for nonfood products among an assigned number of stores. Determines the type of nonfood items, quality, grades and brands. Recommends retail prices on nonfood items as appropriate. Coordinates the purchase of nonfood products to ensure an appropriate assortment to achieve sales and profits objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$75.0 AND BELOW	ASST. V.P./DIR	$ 44.5	$ 7.0	$ 51.5		$ 35.7	$ 42.7	$ 49.8
	VICE PRESIDENT	40.0	11.0	51.0				
	VICE PRESIDENT				$ 33.0	24.6	30.7	36.8
	DIV. V.P./MGR.	32.4	1.0	33.4		34.4	43.0	51.6
	EXEC. V.P.	29.9	1.9	31.8				
	ASST. V.P./DIR				27.9			
	MANAGER				27.7			
	VICE PRESIDENT				27.3	19.4	24.3	29.2
	MANAGER	26.4	0.6	27.0		21.3	26.8	32.2
	GROUP EXEC.	10.3	0.3	10.6				
	NO IN POSITION: 63							
$ 4.9	WEIGHTED GROUP AVG:	$ 26.6	$ 0.9	$ 27.5	$ 28.5			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 51.8	$ 10.1	$ 61.9		$ 46.7	$ 58.8	$ 70.5
	NO IN POSITION: 67							
$ 4.9	POSITION AVERAGE:	$ 28.2	$ 1.6	$ 29.8	$ 28.5			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - GROCERY BUYER

REGION #2 - N. E. CENTRAL

Responsible for procurement and buying activities of assigned grocery products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$125.0 AND BELOW	DIV. V.P./MGR.	$ 37.1	$ 3.5	$ 40.6		$ 21.1	$ 40.3	$ 58.6
	MANAGER				$ 32.7	27.6	33.3	39.0
	GROUP EXEC.				32.5			
	ASST. V.P./DIR				30.5			
	ASST. V.P./DIR	27.3	2.3	29.6		25.7	28.9	33.0
	MANAGER	27.2	1.6	28.8				
	MANAGER	26.5	0.0	26.5		18.0	26.0	34.0
	MANAGER	25.2	5.5	30.7				
	GROUP EXEC.	20.3	1.3	21.6				
	NO IN POSITION: 41							
$ 51.5	WEIGHTED GROUP AVG:	$ 27.4	$ 2.2	$ 29.6	$ 31.6			
NO SCOPE REPORTED	MANAGER				$ 39.2	$ 31.6	$ 39.5	$ 47.4
	VICE PRESIDENT				37.5			
	MANAGER	$ 35.8	$ 7.0	$ 42.8				
	GROUP EXEC.				29.0			
	VICE PRESIDENT				28.1			
	EXEC. V.P.				20.8			
	NO IN POSITION: 35							
	WEIGHTED GROUP AVG:	$ 35.8	$ 7.0	$ 42.8	$ 35.3			
	NO IN POSITION: 76							
$ 51.5	POSITION AVERAGE:	$ 28.0	$ 2.5	$ 30.5	$ 34.2			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 32 - MEAT BUYER

REGION #2 - N. E. CENTRAL

Responsible for procurement and buying activities of assigned meat products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL MEAT PURCHASE ($MIL)		BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
	REPORTS TO	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$100.0 AND BELOW	ASST. V.P./DIR				$ 39.4	$ 27.6	$ 34.5	$ 41.4
	MANAGER				33.9	27.6	33.3	39.0
	DIV. V.P./MGR.	$ 33.5	$ 3.0	$ 36.5		23.9	29.9	35.9
	MANAGER	32.5	12.0	44.5				
	ASST. V.P./DIR				31.2			
	ASST. V.P./DIR	31.1	3.6	34.7		29.5	34.4	40.3
	MANAGER	30.5	0.0	30.5		28.4	30.5	32.6
	ASST. V.P./DIR	22.5	1.5	24.0				
	NO IN POSITION: 15							
$ 43.6	WEIGHTED GROUP AVG:	$ 30.7	$ 3.3	$ 34.0	$ 34.7			
NO SCOPE REPORTED	MANAGER	$ 42.4	$ 5.3	$ 47.7		$ 31.6	$ 39.5	$ 47.4
	VICE PRESIDENT				$ 40.0			
	VICE PRESIDENT				34.3			
	NO IN POSITION: 9							
	WEIGHTED GROUP AVG:	$ 42.4	$ 5.3	$ 47.7	$ 38.9			
	NO IN POSITION: 24							
$ 43.6	POSITION AVERAGE:	$ 34.6	$ 4.0	$ 38.6	$ 36.4			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - PRODUCE BUYER

REGION #2 - N. E. CENTRAL

Responsible for procurement and buying activities of assigned produce products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL PRODUCE PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$50.0 AND BELOW	ASST. V.P./DIR				$ 39.8	$ 27.6	$ 34.5	$ 41.4
	DIV. V.P./MGR.	$ 35.7	$ 3.0	$ 38.7		22.1	29.0	35.9
	ASST. V.P./DIR	32.3	2.9	35.2		29.5	34.4	40.3
	MANAGER	30.9	3.5	34.4				
	ASST. V.P./DIR				29.1			
	MANAGER				29.1	27.6	33.3	39.0
	MANAGER	29.1	0.0	29.1		23.0	28.3	33.5
	NO IN POSITION: 16							
$ 13.8	WEIGHTED GROUP AVG:	$ 31.4	$ 1.5	$ 32.9	$ 31.8			
NO SCOPE REPORTED	VICE PRESIDENT				$ 40.0			
	MANAGER	$ 39.1	$ 4.6	$ 43.7		$ 31.6	$ 39.5	$ 47.4
	VICE PRESIDENT				31.5			
	NO IN POSITION: 10							
	WEIGHTED GROUP AVG:	$ 39.1	$ 4.6	$ 43.7	$ 38.6			
	NO IN POSITION: 26							
$ 13.8	POSITION AVERAGE:	$ 34.0	$ 2.5	$ 36.5	$ 34.7			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 36 - NONFOOD BUYER

REGION #2 - N. E. CENTRAL

Responsible for procurement and buying activities of assigned general merchandise and HBA items. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL NONFOOD PURCH ($MIL)		BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
	REPORTS TO	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$75.0 AND BELOW	DIV. V.P./MGR.	$ 44.8	$ 0.0	$ 44.8				
	MANAGER				$ 32.6	$ 27.6	$ 33.3	$ 39.0
	ASST. V.P./DIR	30.2	2.6	32.8		25.7	28.9	33.0
	DIV. V.P./MGR.	25.0	3.0	28.0		23.9	29.9	35.9
	NO IN POSITION: 10							
$ 23.7	WEIGHTED GROUP AVG:	$ 30.9	$ 2.3	$ 33.2	$ 32.6			
NO SCOPE REPORTED	MANAGER				$ 40.8	$ 31.6	$ 39.5	$ 47.4
	MANAGER	$ 37.3	$ 8.5	$ 45.8				
	VICE PRESIDENT				35.0			
	VICE PRESIDENT				31.3			
	GROUP EXEC.				19.8			
	NO IN POSITION: 10							
	WEIGHTED GROUP AVG:	$ 37.3	$ 8.5	$ 45.8	$ 34.4			
	NO IN POSITION: 20							
$ 23.7	POSITION AVERAGE:	$ 32.5	$ 3.9	$ 36.4	$ 33.8			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 41 - DISTRICT MANAGER

REGION #2 - N. E. CENTRAL

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANN'L DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$90.0 AND ABOVE	CEO/PRESIDENT	$ 57.0	$ 3.0	$ 60.0				
	ASST. V.P./DIR				$ 48.9	$ 39.4	$ 49.3	$ 59.2
	EXEC. V.P.	47.8	13.3	61.1				
	ASST. V.P./DIR				42.1	39.4	49.3	59.2
	ASST. V.P./DIR				41.2	39.4	49.3	59.2
	DIV. V.P./MGR.	37.4	2.6	40.0		34.4	43.0	51.6
	VICE PRESIDENT	35.0	75.0	110.0				
	NO IN POSITION: 28							
$ 126.3	WEIGHTED GROUP AVG:	$ 44.8	$ 15.2	$ 60.0	$ 43.3			
$89.9 AND BELOW	EXEC. V.P.	$ 51.0	$ 4.2	$ 55.2				
	VICE PRESIDENT	44.2	4.0	48.2				
	GROUP EXEC.				$ 40.6	$ 34.5	$ 40.0	$ 45.0
	VICE PRESIDENT	37.3	3.3	40.6		32.3	38.5	44.7
	GROUP EXEC.				36.5			
	C.O.O.	34.8	2.3	37.1				
	NO IN POSITION: 26							
$ 58.2	WEIGHTED GROUP AVG:	$ 41.1	$ 3.4	$ 44.5	$ 39.8			

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SURVEY POSITION 41 - DISTRICT MANAGER

REGION #2 - N. E. CENTRAL

SCOPE ANN'L DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	DIV. V.P./MGR.	$ 59.1	$ 12.1	$ 71.2		$ 46.7	$ 58.4	$ 70.1
	CEO/PRESIDENT				$ 41.0			
	GROUP EXEC.	38.0	14.0	52.0				
	GROUP EXEC.	38.0	12.0	50.0				
	NO IN POSITION: 41							
	WEIGHTED GROUP AVG:	$ 58.0	$ 12.2	$ 70.2	$ 41.0			
	NO IN POSITION: 95							
$ 93.5	POSITION AVERAGE:	$ 50.6	$ 11.3	$ 61.9	$ 40.8			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #2 - N. E. CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$300.0 AND ABOVE	$ 47.8	$ 3.1	$ 50.9		$ 37.0	$ 46.0	$ 55.0		1.0	55.0	9.0	A	A
	46.5	3.2	49.7		37.0	46.0	55.0	6.0	1.0	55.0	9.0	A	A
	45.5	12.5	58.0										
	40.6	5.8	46.4					5.6		49.0	1.0		
	40.3	1.6	41.9					5.0	2.0	50.0	13.0	100	C
	39.8	0.0	39.8		33.5	41.6	49.7	5.0	2.0	50.0	17.0	195	195
	39.4	5.5	44.9										
	38.1	0.0	38.1		41.7	45.5	50.1	6.0	3.0	55.0	10.0		
	37.8	7.8	45.6					5.0	2.0	46.0	13.0	B	B
	32.0	4.6	36.6		32.8	33.5	34.3	5.0	2.0	50.0	17.0	195	195
	31.0	0.0	31.0		30.0	32.3	34.5	6.0	1.0	50.0	1.0	B	B
NO. IN POS: 116													
$ 379.9 WT'D AVG:	$ 40.3	$ 7.7	$ 48.0										
$299.9				$ 43.6	$ 36.7	$ 40.6	$ 44.2	5.0	2.0	45.0	10.0	240	C
TO	$ 43.0	$ 2.0	$ 45.0										
$200.0	38.4	5.0	43.4										
	38.3	1.5	39.8		36.4	37.4	40.3	5.0	2.0	50.0	13.0	100	C
	38.1	0.0	38.1		27.9	34.3	40.7	5.0	2.0	50.0	17.0	195	195
	36.3	5.6	41.9					5.0	2.0	46.0	13.0	B	B
	36.1	4.4	40.5					5.7		48.5	1.5		
	36.0	4.0	40.0										
	34.2	0.0	34.2		37.9	41.7	45.5	6.0	3.0	55.0	10.0		
	31.0	4.7	35.7		31.7	32.5	33.3	5.0	2.0	50.0	17.0	195	195
	30.3	0.0	30.3		30.0	30.5	31.0	6.0	1.0	50.0	1.0	B	B
	30.0	0.0	30.0					6.0	1.0	50.0	1.0	B	B
	29.0	4.0	33.0		27.0	30.0	35.0	5.5	2.0	55.0	20.0		
NO. IN POS: 122													
$ 238.9 WT'D AVG:	$ 36.6	$ 3.3	$ 39.9	$ 43.6									

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1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #2 - N. E. CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$199.9				$ 40.8	$ 36.7	$ 40.6	$ 44.2	5.0	2.0	45.0	10.0	240	C
TO	$ 40.5	$ 1.5	$ 42.0										
$100.0	40.0	5.0	45.0		34.4	43.0	51.6	5.0	2.0	48.0	12.0	B	A
				38.9	34.8	38.5	41.6	5.0	2.0	45.0	10.0	240	C
	38.0	4.5	42.5										
	37.7	8.4	46.1					4.9		49.2	.8		
	36.2	3.5	39.7										
	35.1	6.5	41.6					5.0	2.0	46.0	13.0	B	B
	34.9	0.0	34.9		26.9	33.1	39.2	5.0	2.0	50.0	17.0	195	195
	34.6	0.0	34.6		34.1	37.9	41.7	6.0	3.0	55.0	10.0		
	34.5	6.0	40.5		31.1	38.9	46.7	5.0	2.0	48.0	12.0	B	A
	34.0	7.1	41.1					5.0	2.0	46.0	13.0	B	B
	33.1	0.0	33.1		25.9	31.8	37.6	5.0	2.0	50.0	17.0	195	195
				30.8	26.0	31.0	36.0	5.0	2.0	45.0	17.0	D	D
	30.8	0.0	30.8		30.9	31.5	32.0	5.0	2.0	50.0	17.0	195	195
	30.2	0.0	30.2		30.4	30.9	31.5	5.0	2.0	50.0	17.0	195	195
	29.2	0.0	29.2		30.3	34.1	37.9	6.0	3.0	55.0	10.0		
	29.0	3.0	32.0		26.0	30.0	33.0	5.0	1.0	50.0	13.0		
	26.5	0.8	27.3					5.0	3.0	50.0	1.0		
	24.8	1.0	25.8					5.0	3.0	50.0	1.0		
NO. IN POS: 207													
$ 135.2 WT'D AVG:	$ 32.6	$ 1.5	$ 34.1	$ 31.4									

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SURVEY POSITION 42 - STORE MANAGER

REGION #2 - N. E. CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$99.9				$ 39.3	$ 33.3	$ 36.4	$ 39.5	5.0	2.0	45.0	10.0	240	C
AND BELOW	$ 36.2	$ 3.5	$ 39.7										
	34.0	3.9	37.9					5.0	2.0	46.0	13.0	B	B
	31.9	0.0	31.9		30.3	34.1	37.9	6.0	3.0	55.0	10.0		
	31.8	3.0	34.8		31.1	38.9	46.7	5.0	2.0	48.0	12.0	B	A
	29.8	0.0	29.8		30.3	34.1	37.9	6.0	3.0	55.0	10.0		
	29.5	0.0	29.5		30.4	30.9	31.5	5.0	2.0	50.0	17.0	195	195
	29.2	0.0	29.2					6.0	1.0	50.0	1.0	B	B
	28.0	2.0	30.0		25.0	28.0	31.0	5.0	1.0	50.0	13.0		
	27.0	0.0	27.0		28.3	35.4	42.5	5.0	2.0	48.0	12.0	B	A
	27.0	2.0	29.0		24.0	27.0	30.0	5.0	1.0	50.0	13.0		
	23.1	0.8	23.9					5.0	3.0	50.0	1.0		
	21.7	0.7	22.4					5.0	3.0	50.0	1.0		
	21.3	0.7	22.0					5.0	3.0	50.0	1.0		
NO. IN POS: 48													
$ 68.3 WT'D AVG:	$ 27.5	$ 1.1	$ 28.6	$ 39.3									

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1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #2 - N. E. CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE	$ 36.0	$ 6.0	$ 42.0										
REPORTED	35.0	2.0	37.0					6.0	2.0	52.0			A
	35.0	3.0	38.0					6.0	2.0	52.0			A
				$ 32.0									
	32.0	4.1	36.1										
				30.0									
	30.0	4.2	34.2										
	28.9	3.1	32.0										
	28.1	5.9	34.0		$ 27.9	$ 32.8	$ 37.8	5.5	1.0	55.0	21.0	150	150
	28.0	6.0	34.0		31.0	34.0	37.0	5.5	1.0	47.0			
	27.8	3.5	31.3		27.9	32.8	37.8	5.5	1.0	55.0	21.0	150	150
	27.7	2.5	30.2										
	26.9	2.0	28.9		27.9	32.8	37.8	5.5	1.0	55.0	21.0	150	150
	26.5	1.3	27.8		27.9	32.8	37.8	5.5	1.0	55.0	21.0	150	150
	25.7	1.2	26.9		27.9	32.8	37.8	5.5	1.0	55.0	21.0	150	150
	23.0	3.0	26.0		20.0	23.0	26.0	5.5	1.0	50.0			
NO. IN POS: 120 WT'D AVG:	$ 27.9	$ 3.2	$ 31.1	$ 30.3									
NO. IN POS: 613 $ 211.9 POSITION AVG:	$ 34.0	$ 3.6	$ 37.6	$ 31.8									

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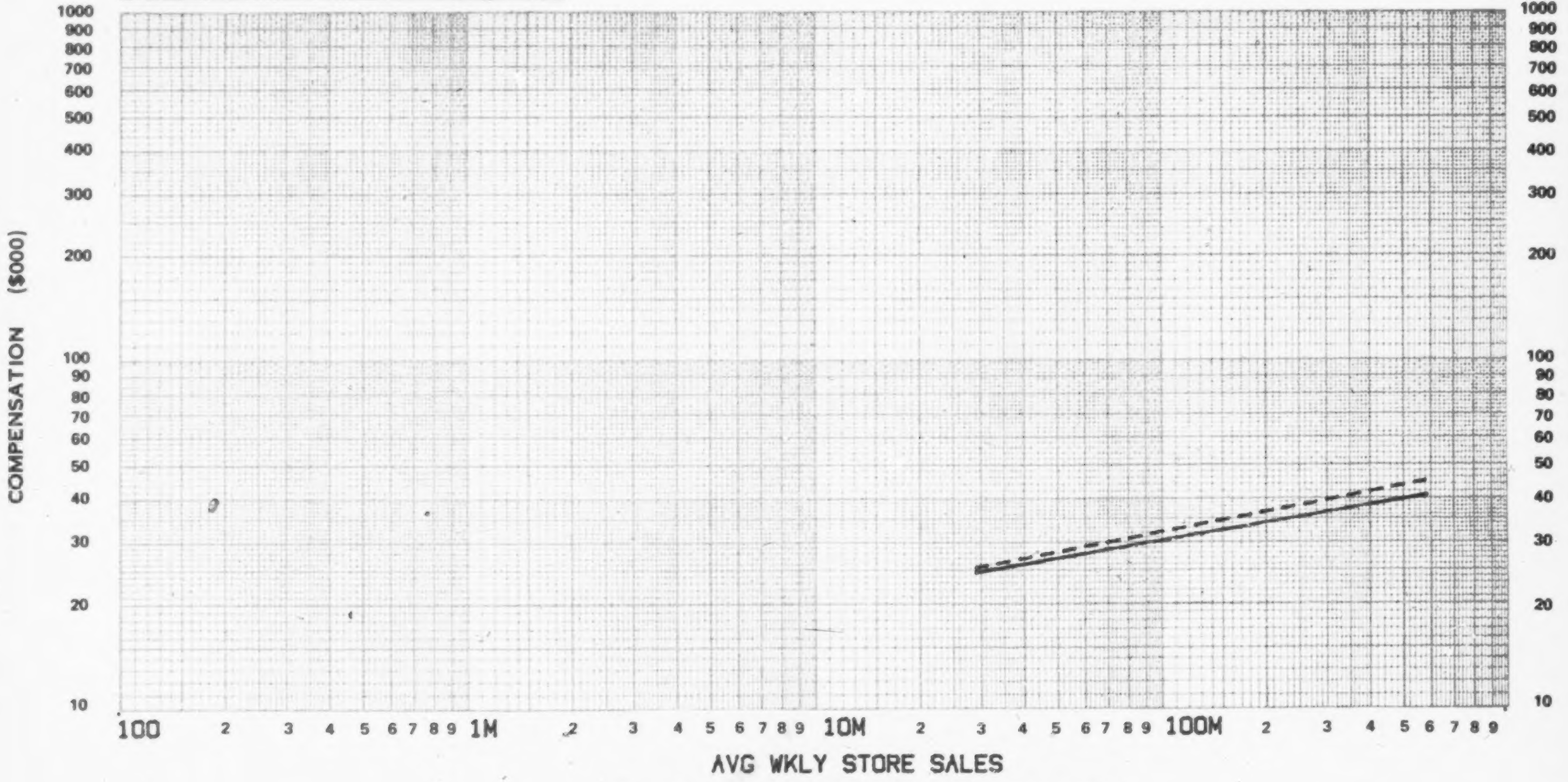
LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.47	1.14
Bonus Co's Total Comp	- - - - - -	0.42	1.18
Nonbonus Co's Salary	—·—·—·		



SURVEY POSITION #42 - STORE MANAGER

REGION #2 - N. E. CENTRAL

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - ASSISTANT/CO-STORE MANAGER
REGION #2 - N. E. CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$275.0	$ 38.0	$ 0.0	$ 38.0										
AND ABOVE	36.0	1.0	37.0		$ 28.0	$ 33.0	$ 38.0	5.5	3.0	48.0	25.0	A	A
	31.9	3.7	35.6					5.0	2.0	46.0	13.0	B	B
	29.5	1.1	30.6					5.0	2.0	50.0	13.0	100	C
				$ 28.7									
	28.6	4.1	32.7		30.2	30.9	31.7	5.0	2.0	50.0	17.0	195	195
				26.5	18.5	24.4	30.3	6.0	4.0	50.0	30.0		
	25.9	1.8	27.7					4.6		46.4	3.6		
	24.8	0.0	24.8		20.8	24.1	27.3	6.0	5.0	50.0	3.0	B	B
NO. IN POS: 94													
$ 380.1 WT'D AVG:	$ 32.5	$ 1.2	$ 33.7	$ 27.9									

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - ASSISTANT/CO-STORE MANAGER
REGION #2 - N. E. CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$274.9				$ 33.3	$ 29.1	$ 31.7	$ 33.8	5.0	2.0	45.0	10.0	240	C
TO				31.9	25.9	31.7	37.6	5.0	2.0	45.0	17.0	195	195
$175.0	$ 31.3	$ 3.4	$ 34.7					5.0	2.0	46.0	13.0	B	B
	31.3	2.8	34.1					5.0	2.0	46.0	13.0	B	B
				31.2									
	30.0	1.5	31.5		26.0	31.0	36.0	5.5	3.0	48.0	25.0	A	A
				28.5	25.9	31.7	37.6	5.0	2.0	45.0	17.0	195	195
				28.4									
	28.3	4.1	32.4		29.1	29.9	30.7	5.0	2.0	50.0	17.0	195	195
	27.9	4.0	31.9		28.3	28.9	29.4	5.0	2.0	50.0	17.0	195	195
	27.8	1.0	28.8		26.0	27.8	29.9	5.0	2.0	50.0	13.0	100	C
	26.5	3.1	29.6					4.9		49.2	.8		
	26.1	0.0	26.1		25.2	26.3	27.3	6.0	5.0	50.0	3.0	B	B
				26.0				6.0	5.0	50.0	3.0	B	B
	25.7	1.6	27.3					4.7		47.4	2.6		
				24.5	18.5	24.4	30.3	5.0	4.0	50.0	30.0		
				23.0	22.0	23.0	25.0	5.5	2.0	55.0	26.0	E	E
NO. IN POS: 119													
$ 230.8 WT'D AVG:	$ 28.5	$ 3.1	$ 31.6	$ 29.3									

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1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - ASSISTANT/CO-STORE MANAGER
REGION #2 - N. E. CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$174.9 AND BELOW	$ 31.9	$ 1.2	$ 33.1					5.0	2.0	46.0	13.0	B	B
				$ 31.8	$ 27.3	$ 30.2	$ 32.2	5.0	2.0	45.0	10.0	240	C
	30.7	1.6	32.3					5.0	2.0	46.0	13.0	B	B
				30.2	27.3	30.2	32.2	5.0	2.0	45.0	10.0	240	C
				29.4	25.9	31.7	37.6	5.0	2.0	45.0	17.0	195	195
				29.1	25.7	28.6	30.7	5.0	2.0	45.0	10.0	240	C
				28.8									
				28.6									
				27.8									
	27.8	4.0	31.8		27.8	28.3	28.9	5.0	2.0	50.0	17.0	195	195
	27.2	4.1	31.3		27.8	28.3	28.9	5.0	2.0	50.0	17.0	195	195
				25.0	20.0	24.5	27.0	5.0	3.0	45.0	17.0	D	D
				24.9				5.0	2.0	40.0	12.0	E	F
				24.9				5.0	2.0	40.0	12.0	E	F
				24.7	18.5	24.4	30.3	6.0	4.0	50.0	30.0		
				24.7	18.5	24.4	30.3	6.0	4.0	50.0	30.0		
				22.7	18.5	24.4	30.3	6.0	4.0	50.0	30.0		
				22.5	22.0	23.0	25.0	5.5	2.0	55.0	26.0	E	E
				22.0				5.0	2.0	40.0	12.0	E	F
				22.0	19.5	22.5	24.5	5.5	2.0	55.0	26.0	E	E
				21.0	19.0	22.0	23.5	5.5	2.0	55.0	26.0	D	D
				18.9				6.0	5.0	50.0	3.0	B	B
	18.8	0.0	18.8					5.5	3.0	51.0	2.0		
	18.6	0.7	19.3					5.5	3.0	46.0	2.0		
	18.5	0.7	19.2					5.5	3.0	48.5	2.0		
	18.4	0.6	19.0					5.5	3.0	47.5	2.0		
NO. IN POS: 191													
$ 119.1 WT'D AVG:	$ 24.1	$ 2.5	$ 26.6	$ 25.6									

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - ASSISTANT/CO-STORE MANAGER
REGION #2 - N. E. CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE				$ 29.1				5.5	1.5			E	F
REPORTED	$ 28.0	$ 1.0	$ 29.0					6.0	2.0	48.0	24.0	A	A
				27.1				5.5	1.5			E	F
				26.2				5.5	1.5			E	F
	26.0	0.8	26.8					6.0	2.0	48.0	24.0	A	A
				26.0	$ 24.0	$ 28.0	$ 30.0	5.5	1.0	50.0	33.0		
				25.0									
				23.4				5.5	1.5			E	F
	23.2	0.5	23.7		21.7	25.1	28.6	5.5	3.0	55.0	22.0	125	125
				23.0									
	22.3	2.1	24.4		21.7	25.1	28.6	5.5	3.0	55.0	22.0	125	125
	22.2	1.3	23.5		21.7	25.1	28.6	5.5	3.0	55.0	22.0	125	125
				22.1				5.5	1.5			E	F
	21.8	0.8	22.6		21.7	25.1	28.6	5.5	3.0	55.0	22.0	125	125
	21.6	0.5	22.1		21.7	25.1	28.6	5.5	3.0	55.0	22.0	125	125
				17.0	15.0	17.0	19.0	5.5	1.0	50.0	33.0		
NO. IN POS: 170 WT'D AVG:	$ 22.3	$ 1.2	$ 23.5	$ 23.6									
NO. IN POS: 574 $ 212.8 POSITION AVG:	$ 26.3	$ 1.8	$ 28.1	$ 26.2									

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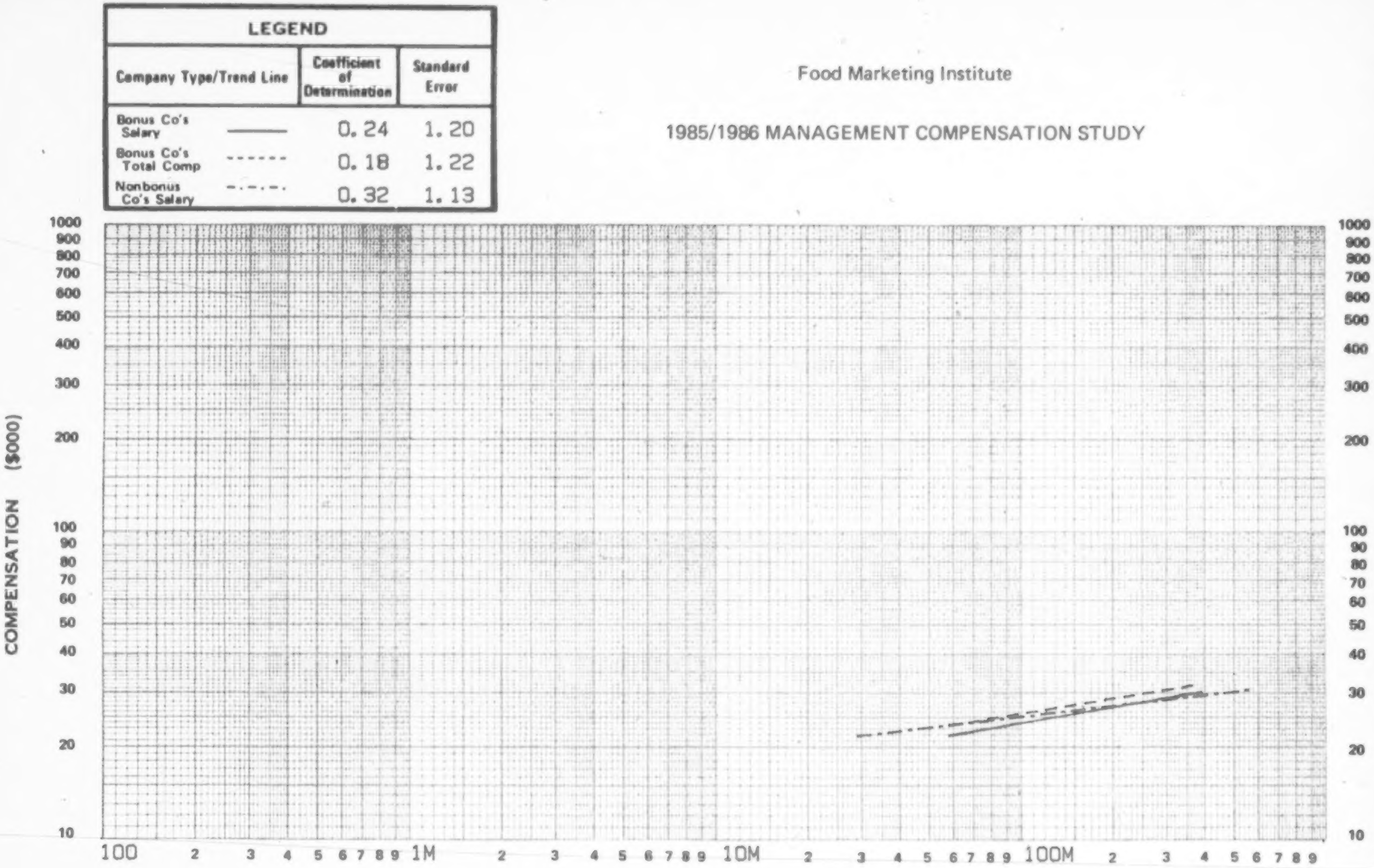
1985/1986 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #43 - ASSISTANT/CO-STORE MANAGER

REGION #2 - N. E. CENTRAL

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER
REGION #2 - N. E. CENTRAL

SCOPE	BONUS COMPANIES			NONBONUS	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
AVG WKLY MEAT SALES ($THOU)	SALARY	BONUS	TOTAL COMP	COMPANIES SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$50.0	$ 31.2	$ 0.5	$ 31.7					5.2		42.3	7.7		
AND ABOVE	31.2	1.0	32.2										
				$ 30.0									
	30.0	1.2	31.2		$ 24.0	$ 28.5	$ 33.0	5.0	1.0	44.0	12.0	A	A
	28.9	0.8	29.7					5.0	1.0	48.0	13.0	C	C
	28.6	0.8	29.4					5.0	1.0	48.0	13.0	C	C
				28.5				5.0	1.0	40.0	13.0	E	E
				27.4				5.5	1.0	44.0	26.0	E	E
	26.0	1.2	27.2		22.0	26.0	30.0	5.0	1.0	48.0	12.0	A	A
				22.7	17.5	23.3	29.0	6.0	5.0	50.0	3.0	B	B
				22.0	21.0	22.0	23.0	5.0		42.0	5.0	E	E
NO. IN POS: 86													
$ 69.5 WT'D AVG:	$ 30.7	$ 0.9	$ 31.6	$ 25.7									
$49.9				$ 34.2	$ 29.9	$ 32.8	$ 34.3	5.0	2.0	45.0	10.0	240	C
TO				32.2	29.1	31.7	33.3	5.0	2.0	45.0	10.0	240	C
$25.0				32.0				6.0	5.0	50.0	3.0	B	B
	$ 31.2	$ 1.0	$ 32.2										
	31.2	1.0	32.2										
				30.8									
	30.8	0.9	31.7					4.8		46.3	3.7		
				29.9									
	27.8	1.6	29.4					4.8		47.1	2.9		
				27.6				5.0	1.0	40.0	13.0	E	E
				27.4				5.5	1.0	44.0	26.0	E	E
				27.4				5.5	1.0	44.0	26.0	E	E
				26.8				5.0	1.0	40.0	13.0	E	E
				15.0	20.0	21.6	23.1	6.0	5.0	50.0	3.0	B	B
NO. IN POS: 141													
$ 35.8 WT'D AVG:	$ 31.0	$ 1.0	$ 32.0	$ 28.4									

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SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER
REGION #2 - N. E. CENTRAL

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$24.9 AND BELOW	$ 31.2	$ 1.0	$ 32.2	$ 31.1	$ 29.1	$ 31.7	$ 33.3	5.0	2.0	45.0	10.0	240	C
				30.2									
				29.7									
				29.6	29.1	31.7	33.3	5.0	2.0	45.0	10.0	240	C
				27.4				5.5	1.0	44.0	26.0	E	E
				27.4	24.2	27.0	29.0	5.0	2.0	40.0	17.0	E	E
				27.4				5.5	1.0	44.0	26.0	E	E
				26.2				5.0	1.0	40.0	13.0	E	E
				26.0				5.0	1.0	40.0	12.0	E	F
				26.0				5.0	1.0	40.0	12.0	E	F
				22.3				6.0	5.0	50.0	3.0	B	B
NO. IN POS: 146													
$ 17.1 WT'D AVG:	$ 31.2	$ 1.0	$ 32.2	$ 27.7									

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SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER
REGION #2 - N. E. CENTRAL

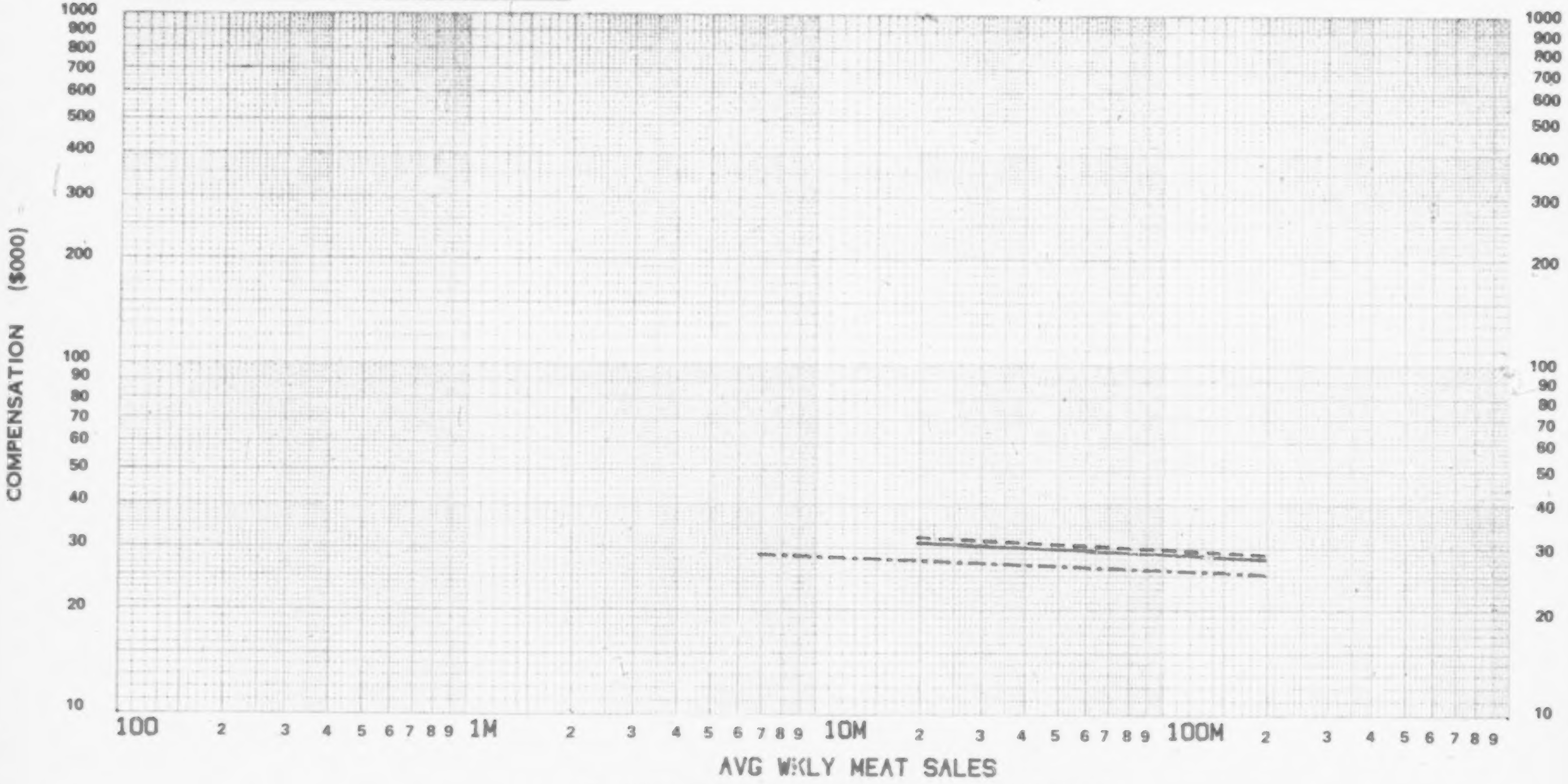
SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE REPORTED				$ 29.4				5.0		40.0		E	E
				29.0									
	$ 28.0	$ 7.0	$ 35.0		$ 30.0	$ 35.0	$ 40.0	5.5		45.0			
				27.2									
				26.0									
	26.0	7.0	33.0		29.0	33.0	35.0	5.0		45.0			
				25.1									
				24.9				5.0	1.0	43.0	26.0	E	E
				24.3				5.0	1.0	43.0	26.0	E	E
				24.1				5.0	1.0	43.0	26.0	E	E
	23.8	0.8	24.6					5.5		50.0	1.0		
				23.7				5.0	1.0	43.0	26.0	E	E
				23.1									
	22.4	0.8	23.2					5.5		47.5	1.0		
	22.0	0.8	22.8					5.5		52.5	1.0		
				20.1									
	19.6	0.7	20.3					5.5		46.5	1.0		
				19.5									
	17.0	2.0	19.0		16.0	19.0	23.0	5.0		45.0			
NO. IN POS: 163 WT'D AVG:	$ 21.6	$ 1.5	$ 23.1	$ 25.2									
NO. IN POS: 536 $ 36.2 POSITION AVG:	$ 28.8	$ 1.1	$ 29.9	$ 26.9									

Food Marketing Institute

1985/1986 MANAGEMENT COMPENSATION STUDY

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.13	1.06
Bonus Co's Total Comp	- - - - -	0.20	1.05
Nonbonus Co's Salary	-·-·-·-	0.02	1.18



SURVEY POSITION #44 - MEAT DEPARTMENT
MANAGER

REGION #2 - N. E. CENTRAL

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - PHARMACY MANAGER

REGION #2 - N. E. CENTRAL

Responsible for the management and operation of the store's pharmacy department, including prescriptions, inventory control, customer and employee relations, compliance with regulatory agencies and company policies. Must be a registered pharmacist. May be considered to be the assistant store manager.

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$75.0	MANAGER				$ 37.8			
AND BELOW	MANAGER				37.0			
	MANAGER				36.9			
	MANAGER				35.1			
	MANAGER				34.0	$ 32.1	$ 35.7	$ 40.1
	DIV. V.P./MGR.				31.0			
	NO IN POSITION: 33							
$ 21.5	WEIGHTED GROUP AVG:				$ 35.4			
NO SCOPE	EXEC. V.P.				$ 46.0			
REPORTED	DIST.MANAGER				34.1	$ 30.6	$ 35.8	$ 41.9
	CEO/PRESIDENT				33.0			
	CEO/PRESIDENT				33.0			
	CEO/PRESIDENT				33.0			
	DIST.MANAGER				31.2			
	MANAGER	$ 30.0	$ 2.0	$ 32.0		30.0	32.5	35.0
	NO IN POSITION: 33							
	WEIGHTED GROUP AVG:	$ 30.0	$ 2.0	$ 32.0	$ 33.3			
	NO IN POSITION: 66							
$ 21.5	POSITION AVERAGE:	$ 30.0	$ 2.0	$ 32.0	$ 34.4			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - PHARMACIST

REGION #2 - N. E. CENTRAL

Responsible for the efficient, ethical and lawful compounding and dispensing of prescription pharmaceuticals. Advises customers on the use and storage of prescription and non-prescription drugs. Orders and maintains supply of drugs, chemicals, and other pharmaceutical stock.

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$75.0 AND BELOW	MANAGER				$ 34.7			
	MANAGER				34.6			
	MANAGER				34.3			
	MANAGER				34.1			
	MANAGER				31.0	$ 32.1	$ 35.7	$ 40.1
	DIST.MANAGER	$ 29.2	$ 3.9	$ 33.1				
	MANAGER				26.0			
	NO IN POSITION: 103							
$ 10.4	WEIGHTED GROUP AVG:	$ 29.2	$ 3.9	$ 33.1	$ 32.8			
NO SCOPE REPORTED	EXEC. V.P.				$ 33.0			
	DIST.MANAGER				32.4	$ 27.9	$ 32.7	$ 37.8
	MANAGER				26.0			
	MANAGER				26.0	26.0	28.0	30.0
	NO IN POSITION: 26							
	WEIGHTED GROUP AVG:				$ 28.5			
	NO IN POSITION: 129							
$ 10.4	POSITION AVERAGE:	$ 29.2	$ 3.9	$ 33.1	$ 30.9			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

REGION #3 - WEST CENTRAL

Responsible for carrying out merchandising programs for grocery products among an assigned number of stores. Determines the type of grocery items, quality, grades and brands. Recommends retail prices on grocery items as appropriate. Coordinates the purchase of grocery products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$500.0 AND BELOW	VICE PRESIDENT	$ 52.7	$ 12.8	$ 65.5				
	REG. V.P./MGR.	51.2	22.9	74.1				
	SENIOR V.P.	46.9	2.3	49.2				
	ASST. V.P./DIR	45.5	5.0	50.5				
	VICE PRESIDENT				$ 39.1	$ 26.9	$ 33.1	$ 39.2
	ASST. V.P./DIR				39.0	32.2	40.5	48.7
	GROUP EXEC.	35.0	0.0	35.0		35.0	38.5	42.0
	MANAGER				28.0	22.7	30.3	37.9
	NO IN POSITION:	59						
$ 72.0	WEIGHTED GROUP AVG:	$ 44.4	$ 7.2	$ 51.6	$ 28.6			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 61.4	$ 11.9	$ 73.3		$ 46.7	$ 58.4	$ 70.1
	GROUP EXEC.	46.3	7.0	53.3				
	C.O.O.	45.0	5.0	50.0				
	ASST. V.P./DIR				$ 36.0			
	C.O.O.	32.0	15.0	47.0				
	NO IN POSITION:	9						
	WEIGHTED GROUP AVG:	$ 48.0	$ 8.7	$ 56.7	$ 36.0			
	NO IN POSITION:	68						
$ 72.0	POSITION AVERAGE:	$ 46.3	$ 8.0	$ 54.3	$ 28.9			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

REGION #3 - WEST CENTRAL

Responsible for carrying out merchandising programs for meat products (including deli) among an assigned number of stores. Determines the type of meat items, quality, grades and brands. Recommends retail prices on meat items as appropriate. Coordinates the purchase of meat products to ensure an appropriate assortment to achieve sales and profits objectives. Develops meat case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$150.0 AND BELOW	REG. V.P./MGR.	$ 54.5	$ 20.0	$ 74.5		$ 42.8	$ 54.8	$ 66.8
	SENIOR V.P.	48.9	2.5	51.4				
	ASST. V.P./DIR				$ 47.8	32.2	40.5	48.7
	ASST. V.P./DIR	45.5	5.0	50.5				
	VICE PRESIDENT				39.4	30.0	37.0	44.1
	MANAGER				28.1	22.7	30.3	37.9
	NO IN POSITION: 39							
$ 21.6	WEIGHTED GROUP AVG:	$ 52.5	$ 14.8	$ 67.3	$ 30.2			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 60.1	$ 11.9	$ 72.0		$ 46.7	$ 58.4	$ 70.1
	GROUP EXEC.	40.6	4.4	45.0				
	C.O.O.	40.0	5.0	45.0				
	NO IN POSITION: 9							
	WEIGHTED GROUP AVG:	$ 44.8	$ 6.2	$ 51.0				
	NO IN POSITION: 48							
$ 21.6	POSITION AVERAGE:	$ 49.4	$ 11.2	$ 60.6	$ 30.2			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

REGION #3 - WEST CENTRAL

Responsible for carrying out merchandising programs for produce products among an assigned number of stores. Determines the type of produce items, quality, grades and brands. Recommends retail prices on produce items as appropriate. Coordinates the purchase of produce products to ensure an appropriate assortment to achieve sales and profits objectives. Develops refrigeration case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$50.0 AND BELOW	REG. V.P./MGR.	$ 52.8	$ 6.0	$ 58.8		$ 42.1	$ 54.5	$ 66.8
	SENIOR V.P.	49.2	2.5	51.7				
	ASST. V.P./DIR	45.5	5.0	50.5				
	ASST. V.P./DIR				$ 42.4	30.4	38.2	46.0
	VICE PRESIDENT				37.5	27.9	34.2	40.7
	DIST.MANAGER				31.0	30.2	37.8	45.4
	GROUP EXEC.	30.0	0.0	30.0		30.0	33.3	36.5
	MANAGER				28.8	21.6	28.8	36.0
	NO IN POSITION: 37							
$ 8.6	WEIGHTED GROUP AVG:	$ 49.7	$ 5.1	$ 54.8	$ 31.4			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 60.7	$ 9.5	$ 70.2		$ 46.7	$ 58.4	$ 70.1
	GROUP EXEC.	40.1	4.6	44.7				
	C.O.O.	40.0	5.0	45.0				
	ASST. V.P./DIR				$ 36.0			
		26.0	14.0	40.0				
	NO IN POSITION: 10							
	WEIGHTED GROUP AVG:	$ 43.1	$ 6.8	$ 49.9	$ 36.0			
	NO IN POSITION: 47							
$ 8.6	POSITION AVERAGE:	$ 46.8	$ 5.8	$ 52.6	$ 31.6			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 30 - NONFOOD MERCHANDISER

REGION #3 - WEST CENTRAL

Responsible for developing and carrying out merchandising programs for nonfood products among an assigned number of stores. Determines the type of nonfood items, quality, grades and brands. Recommends retail prices on nonfood items as appropriate. Coordinates the purchase of nonfood products to ensure an appropriate assortment to achieve sales and profits objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$50.0 AND BELOW	SENIOR V.P.	$ 49.4	$ 2.5	$ 51.9				
	ASST. V.P./DIR	45.5	5.0	50.5				
	REG. V.P./MGR.	44.9	14.8	59.7		$ 37.7	$ 46.7	$ 55.6
	VICE PRESIDENT				$ 31.4	25.9	31.7	37.6
	GROUP EXEC.	31.0	0.0	31.0		27.0	29.0	31.0
	DIST.MANAGER				29.9	27.6	34.5	41.4
	MANAGER				28.2	22.7	30.3	37.9
	NO IN POSITION: 28							
$ 17.1	WEIGHTED GROUP AVG:	$ 44.0	$ 11.1	$ 55.1	$ 28.8			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 62.6	$ 13.8	$ 76.4		$ 46.7	$ 58.8	$ 70.5
	C.O.O.	40.0	5.0	45.0				
	ASST. V.P./DIR				$ 34.8			
		25.0	7.0	32.0				
	NO IN POSITION: 8							
	WEIGHTED GROUP AVG:	$ 41.3	$ 6.8	$ 48.1	$ 34.8			
	NO IN POSITION: 36							
$ 17.1	POSITION AVERAGE:	$ 43.0	$ 9.5	$ 52.5	$ 29.4			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - GROCERY BUYER

REGION #3 - WEST CENTRAL

Responsible for procurement and buying activities of assigned grocery products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$150.0 AND BELOW	SENIOR V.P.	$ 46.9	$ 2.4	$ 49.3				
	MANAGER				$ 34.8	$ 30.2	$ 37.8	$ 45.4
	VICE PRESIDENT				31.7			
	MANAGER				30.5	25.7	32.1	38.5
	MANAGER				30.1	23.2	28.5	33.8
	MANAGER				28.3	18.5	27.5	36.5
	NO IN POSITION: 53							
$ 32.4	WEIGHTED GROUP AVG:	$ 46.9	$ 2.4	$ 49.3	$ 29.7			
NO SCOPE REPORTED	GROUP EXEC.				$ 64.5			
	REG. V.P./MGR.	$ 48.9	$ 35.1	$ 84.0		$ 41.3	$ 48.9	$ 56.4
	ASST. V.P./DIR				43.0			
	MANAGER				42.9	31.6	39.5	47.4
	GROUP EXEC.	37.5	2.5	40.0				
	VICE PRESIDENT				34.4	27.9	34.3	40.7
	NO IN POSITION: 27							
	WEIGHTED GROUP AVG:	$ 41.9	$ 15.0	$ 56.9	$ 42.1			
	NO IN POSITION: 80							
$ 32.4	POSITION AVERAGE:	$ 42.2	$ 14.2	$ 56.4	$ 32.3			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 32 - MEAT BUYER

REGION #3 - WEST CENTRAL

Responsible for procurement and buying activities of assigned meat products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL MEAT PURCHASE ($MIL)		BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
	REPORTS TO	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$50.0 AND BELOW	VICE PRESIDENT				$ 40.9			
	VICE PRESIDENT				39.2	$ 30.2	$ 37.8	$ 45.4
	MANAGER				33.5	25.7	32.1	38.5
	MANAGER				27.6	23.3	29.9	36.5
	MANAGER				25.0	23.2	28.5	33.8
	NO IN POSITION: 17							
$ 14.0	WEIGHTED GROUP AVG:				$ 30.1			
NO SCOPE REPORTED	GROUP EXEC.				$ 47.3			
	REG. V.P./MGR.	$ 43.2	$ 3.0	$ 46.2		$ 26.2	$ 39.0	$ 51.7
	MANAGER	43.2	3.0	46.2		31.6	39.5	47.4
	ASST. V.P./DIR				41.0			
	VICE PRESIDENT				40.4	30.0	37.0	44.0
	GROUP EXEC.	30.0	2.0	32.0				
	NO IN POSITION: 11							
	WEIGHTED GROUP AVG:	$ 41.6	$ 2.8	$ 44.4	$ 42.9			
	NO IN POSITION: 28							
$ 14.0	POSITION AVERAGE:	$ 41.6	$ 2.8	$ 44.4	$ 32.1			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - PRODUCE BUYER

REGION #3 - WEST CENTRAL

Responsible for procurement and buying activities of assigned produce products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL PRODUCE PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX
$25.0 AND BELOW	VICE PRESIDENT				$ 36.3	$ 30.2	$ 37.8	$ 45.4
	VICE PRESIDENT				36.2			
	MANAGER				31.4	24.3	30.2	36.2
	MANAGER				29.7	20.8	28.4	36.0
	ASST. V.P./DIR				29.6			
	MANAGER				25.0	20.2	25.4	30.9
	NO IN POSITION: 25							
$ 6.2	WEIGHTED GROUP AVG:				$ 30.6			
NO SCOPE REPORTED	ASST. V.P./DIR				$ 39.0			
	GROUP EXEC.				36.9			
	MANAGER	$ 36.3	$ 2.6	$ 38.9		$ 31.6	$ 39.5	$ 47.4
	MANAGER				34.7	25.9	34.5	43.1
	VICE PRESIDENT				34.0	22.4	43.2	51.7
	REG. V.P./MGR.	33.6	10.7	44.3		28.9	34.8	40.6
	GROUP EXEC.	30.0	2.5	32.5				
	NO IN POSITION: 17							
	WEIGHTED GROUP AVG:	$ 33.4	$ 7.1	$ 40.5	$ 35.9			
	NO IN POSITION: 42							
$ 6.2	POSITION AVERAGE:	$ 33.4	$ 7.1	$ 40.5	$ 31.9			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 36 - NONFOOD BUYER

REGION #3 - WEST CENTRAL

Responsible for procurement and buying activities of assigned general merchandise and HBA items. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL NONFOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$50.0 AND BELOW	VICE PRESIDENT				$ 36.0			
	MANAGER				26.5	$ 23.2	$ 28.5	$ 33.8
	DIST.MANAGER	$ 24.7	$ 0.6	$ 25.3				
	ASST. V.P./DIR				23.4			
	NO IN POSITION: 5							
$ 14.3	WEIGHTED GROUP AVG:	$ 24.7	$ 0.6	$ 25.3	$ 28.1			
NO SCOPE REPORTED	MANAGER				$ 41.7	$ 31.6	$ 39.5	$ 47.4
	DIV. V.P./MGR.	$ 40.7	$ 24.5	$ 65.2		40.6	40.9	41.1
	ASST. V.P./DIR				39.0			
	VICE PRESIDENT				35.2	27.9	34.3	40.7
	GROUP EXEC.				32.5			
	GROUP EXEC.	30.0	2.5	32.5				
	NO IN POSITION: 20							
	WEIGHTED GROUP AVG:	$ 35.9	$ 14.8	$ 50.7	$ 38.3			
	NO IN POSITION: 25							
$ 14.3	POSITION AVERAGE:	$ 34.8	$ 13.3	$ 48.1	$ 35.5			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 39 - DIVISION GENERAL MANAGER
REGION #3 - WEST CENTRAL

Responsible for the profitable operation of a division or geographic region of the corporation or operating company. Develops sales and profit objectives and forecasts, operating and capital expenditure budgets, and objectives for assigned stores and facilities. Oversees merchandising, store operations and staff activities. Reviews buying and merchandising programs to insure maximum profitability and continuity with the company's overall strategy. Reviews operating results of stores against sales and profit targets. Directs staff activities in support of division programs and financial objectives. Provides specific limitations of authority for all subordinates regarding contractual commitments, expenditures and personnel decisions. Continually reviews and reports to top management the division's performance with respect to market share, operating results, capital requirements, etc.

SCOPE ANN'L DIVISION SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$875.0 AND BELOW	C.O.O.	$ 97.7	$ 82.7	$180.4		$ 90.1	$ 97.7	$105.3
	EXEC. V.P.	80.3	19.0	99.3		53.5	71.3	89.1
	C.O.O.				$ 73.5	76.6	95.7	114.8
	C.O.O.	65.1	6.5	71.6				
	C.O.O.	55.0	10.0	65.0				
	VICE PRESIDENT	52.5	0.0	52.5		45.2	57.1	69.1
	CEO/PRESIDENT	41.0	0.0	41.0		40.0	47.3	54.5
	NO IN POSITION: 28							
$ 264.9	WEIGHTED GROUP AVG:	$ 71.0	$ 17.9	$ 88.9	$ 73.5			
NO SCOPE REPORTED	CEO/PRESIDENT				$155.0			
	NO IN POSITION: 29							
$ 264.9	POSITION AVERAGE:	$ 71.0	$ 17.9	$ 88.9	$ 89.8			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 41 - DISTRICT MANAGER

REGION #3 - WEST CENTRAL

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANN'L DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$175.0	ASST. V.P./DIR	$ 67.0	$ 26.0	$ 93.0				
AND BELOW	EXEC. V.P.	57.2	5.7	62.9		$ 49.4	$ 54.6	$ 58.5
	REG. V.P./MGR.	55.6	22.7	78.3				
	REG. V.P./MGR.	54.4	31.8	86.2				
	C.O.O.	50.0	7.0	57.0				
	EXEC. V.P.	49.4	4.9	54.3		49.4	54.6	58.5
	ASST. V.P./DIR	43.2	5.2	48.4				
	DIV. V.P./MGR.				$ 39.8	32.6	40.7	48.8
	DIV. V.P./MGR.				38.8	36.8	46.0	55.2
	DIV. V.P./MGR.				36.0	32.6	40.7	48.8
	NO IN POSITION:	28						
$ 96.5	WEIGHTED GROUP AVG:	$ 53.2	$ 14.1	$ 67.3	$ 38.4			
NO SCOPE	DIV. V.P./MGR.	$ 61.7	$ 12.1	$ 73.8		$ 46.7	$ 58.4	$ 70.1
REPORTED	DIV. V.P./MGR.	59.1	6.7	65.8		44.8	56.0	69.9
	DIV. V.P./MGR.	58.9	3.7	62.6		44.8	56.0	69.9
	VICE PRESIDENT				$ 58.8			
	DIV. V.P./MGR.	53.6	5.8	59.4		44.8	56.0	69.9
	REG. V.P./MGR.	50.0	7.3	57.3		42.2	52.7	63.2
	DIV. V.P./MGR.	47.3	12.0	59.3				
	NO IN POSITION:	43						
	WEIGHTED GROUP AVG:	$ 58.0	$ 9.8	$ 67.8	$ 58.8			
	NO IN POSITION:	**71**						
$ 96.5	**POSITION AVERAGE:**	**$ 56.2**	**$ 11.4**	**$ 67.6**	**$ 48.6**			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #3 - WEST CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$250.0	$ 47.5	$ 0.0	$ 47.5						2.0	50.0	17.0	195	195
AND ABOVE	45.0	2.5	47.5		$ 34.4	$ 43.0	$ 51.6	5.0	2.0	48.0	12.0	B	A
	41.3	3.2	44.5		34.4	43.0	51.6	5.0	2.0	48.0	12.0	B	A
	39.3	2.3	41.6		31.3	39.1	46.9	5.0	2.0	48.0	12.0	B	A
	39.2	0.0	39.2		33.1	41.0	49.0	5.0	2.0	50.0	17.0	195	195
	39.0	16.5	55.5		38.5	39.3	40.0	6.0	1.0	48.0	8.0	B	B
	38.5	20.3	58.8					6.0	1.0	48.0	8.0	B	B
	37.2	0.0	37.2		28.6	36.4	40.6						
	36.0	37.0	73.0					5.5	2.0	55.0	52.0		
				$ 35.1	30.0	35.2	40.3	5.5	2.0	46.0	12.0	B	A
NO. IN POS: 61													
$ 350.5 WT'D AVG:	$ 38.6	$ 14.8	$ 53.4	$ 35.1									

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #3 - WEST CENTRAL

SCOPE	BONUS COMPANIES			NONBONUS	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
AVG WKLY STORE SALES ($THOU)	SALARY	BONUS	TOTAL COMP	COMPANIES SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$249.9				$ 55.0				5.0		40.0			
TO				55.0				5.0		40.0			
$150.0	$ 50.0	$ 7.8	$ 57.8					5.0		4.0		B	A
	50.0	19.5	69.5					5.0		4.0		B	A
	43.2	2.6	45.8					5.5	1.0	55.0	12.0	B	A
	41.1	2.1	43.2					5.5	1.0	55.0	12.0	B	A
	40.5	2.8	43.3		$ 31.1	$ 38.9	$ 46.7	5.0	2.0	48.0	12.0	B	A
	40.0	2.8	42.8		34.2	42.8	51.4	5.0	2.0	48.0	12.0	B	A
	39.8	2.2	42.0					5.0		50.0	5.0	B	B
	39.0	0.0	39.0		38.5	39.3	40.0	6.0	1.0	48.0	8.0	B	B
	38.3	2.5	40.8		36.7	38.3	39.8	5.0		50.0	5.0	B	B
	37.7	0.0	37.7		29.9	37.0	44.1	5.0	2.0	50.0	17.0	195	195
	37.5	0.0	37.5		27.9	34.3	40.7	5.0	2.0	50.0	17.0	195	195
	36.1	0.0	36.1		27.8	34.3	40.7	5.0	2.0	50.0	17.0	195	195
	35.8	0.0	35.8		28.6	36.4	41.1						
	32.9	0.0	32.9		28.6	33.0	37.7						
				32.3	26.0	31.8	37.5	5.5	2.0	46.0	12.0	B	A
				30.9	27.0	30.8	34.5	5.5	2.0	46.0	12.0	B	A
	30.4	11.1	41.5		38.7	43.4	48.0	6.0		48.0	26.0	B	B
	30.4	20.6	51.0					6.0		48.0	26.0	B	B
NO. IN POS: 172													
$ 200.1 WT'D AVG:	$ 39.3	$ 3.3	$ 42.6	$ 35.0									

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #3 - WEST CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$149.9	$ 47.2	$ 0.0	$ 47.2					5.0		4.0		B	A
TO	47.2	1.7	48.9					5.0		4.0		B	A
$75.0				$ 45.0				5.0		40.0			
	39.0	1.6	40.6					5.5	1.0	55.0	12.0	B	A
	38.0	1.1	39.1					5.5	1.0	55.0	12.0	B	A
	38.0	0.0	38.0		$ 35.6	$ 37.8	$ 40.0	6.0	1.0	48.0	8.0	B	B
	37.5	2.5	40.0		31.1	38.9	46.7	5.0	2.0	48.0	12.0	B	A
	37.5	0.0	37.5		35.6	37.1	38.5	6.0	1.0	48.0	8.0	B	B
	37.1	3.8	40.9		31.1	38.9	46.7	5.0	2.0	48.0	12.0	B	A
				37.0				5.0		40.0			
	36.0	0.0	36.0		25.9	31.7	37.6	5.0	2.0	50.0	17.0	195	195
	35.1	2.4	37.5		36.7	37.7	38.7	5.0		50.0	5.0	B	B
	34.6	2.2	36.8		33.5	34.6	36.7	5.0		50.0	5.0	B	B
	32.0	0.0	32.0		29.9	32.2	34.3						
	31.6	0.0	31.6		22.1	31.7	37.4						
	30.4	4.5	34.9		34.4	35.0	35.5	6.0		48.0	26.0	B	B
	30.4	6.4	36.8		36.0	37.1	38.1	6.0		48.0	26.0	B	B
				29.6	26.0	29.2	32.3	5.5	2.0	46.0	12.0	B	A
				28.4	25.5	30.8	36.0	5.5	2.0	46.0	12.0	B	A
NO. IN POS: 160													
$ 112.6 WT'D AVG:	$ 36.3	$ 1.1	$ 37.4	$ 30.0									

7

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #3 - WEST CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$74.9 AND BELOW	$ 39.2	$ 0.0	$ 39.2		$ 38.4	$ 39.2	$ 40.0	6.0	1.0	48.0	8.0	B	B
	38.0	5.0	43.0		28.5	35.6	42.7	5.0	2.0	48.0	12.0	B	A
	37.5	0.0	37.5		31.1	38.9	46.7	5.0	2.0	48.0	12.0	B	A
	36.9	1.1	38.0					5.5	1.0	55.0	12.0	B	A
	35.6	0.0	35.6					6.0	1.0	48.0	8.0	B	B
	34.0	4.0	38.0		28.3	35.4	42.5	5.0	2.0	48.0	12.0	B	A
	33.8	0.0	33.8										
	31.0	0.0	31.0		28.6	31.2	33.8						
	30.4	3.2	33.6					6.0		48.0	26.0	B	B
				$ 28.3	24.0	27.7	31.3	5.5	2.0	46.0	12.0	B	A
	28.3	1.4	29.7		28.3	35.4	42.5	5.0	2.0	48.0	12.0	B	A
				26.3	23.0	26.0	29.0	5.5	2.0	46.0	12.0	B	A
	26.0	13.8	39.8		27.1	41.8	56.5	6.0		48.0	26.0	B	B
NO. IN POS: 67													
$ 56.4 WT'D AVG:	$ 32.9	$ 2.0	$ 34.9	$ 27.6									

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #3 - WEST CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE				$ 44.7				6.0	1.0	48.0	1.0	B	B
REPORTED	$ 44.2	$ 4.8	$ 49.0					5.0	1.0	46.0		A	A
	44.2	4.8	49.0					5.0	1.0	46.0		A	A
	41.6	4.4	46.0					5.0	1.0	46.0		A	A
	40.7	19.8	60.5					6.0		48.0			
	40.1	1.8	41.9					6.0		48.0			
	40.1	12.0	52.1					6.0		48.0			
	40.0	5.1	45.1					6.0		48.0			
	40.0	17.1	57.1					6.0		48.0			
	39.0	4.0	43.0					5.0	1.0	46.0		A	A
	38.6	3.4	42.0					6.0		48.0			
	37.1	8.0	45.1					4.5		45.0			
	35.8	3.2	39.0					5.0	1.0	46.0		A	A
	33.0	1.0	34.0					6.0	2.0	52.0			A
				31.0				6.0	2.0	52.0			A
NO. IN POS: 298 WT'D AVG:	$ 39.2	$ 9.2	$ 48.4	$ 44.1									
NO. IN POS: 758 $ 168.7 POSITION AVG:	$ 38.2	$ 6.1	$ 44.3	$ 36.3									

Food Marketing Institute

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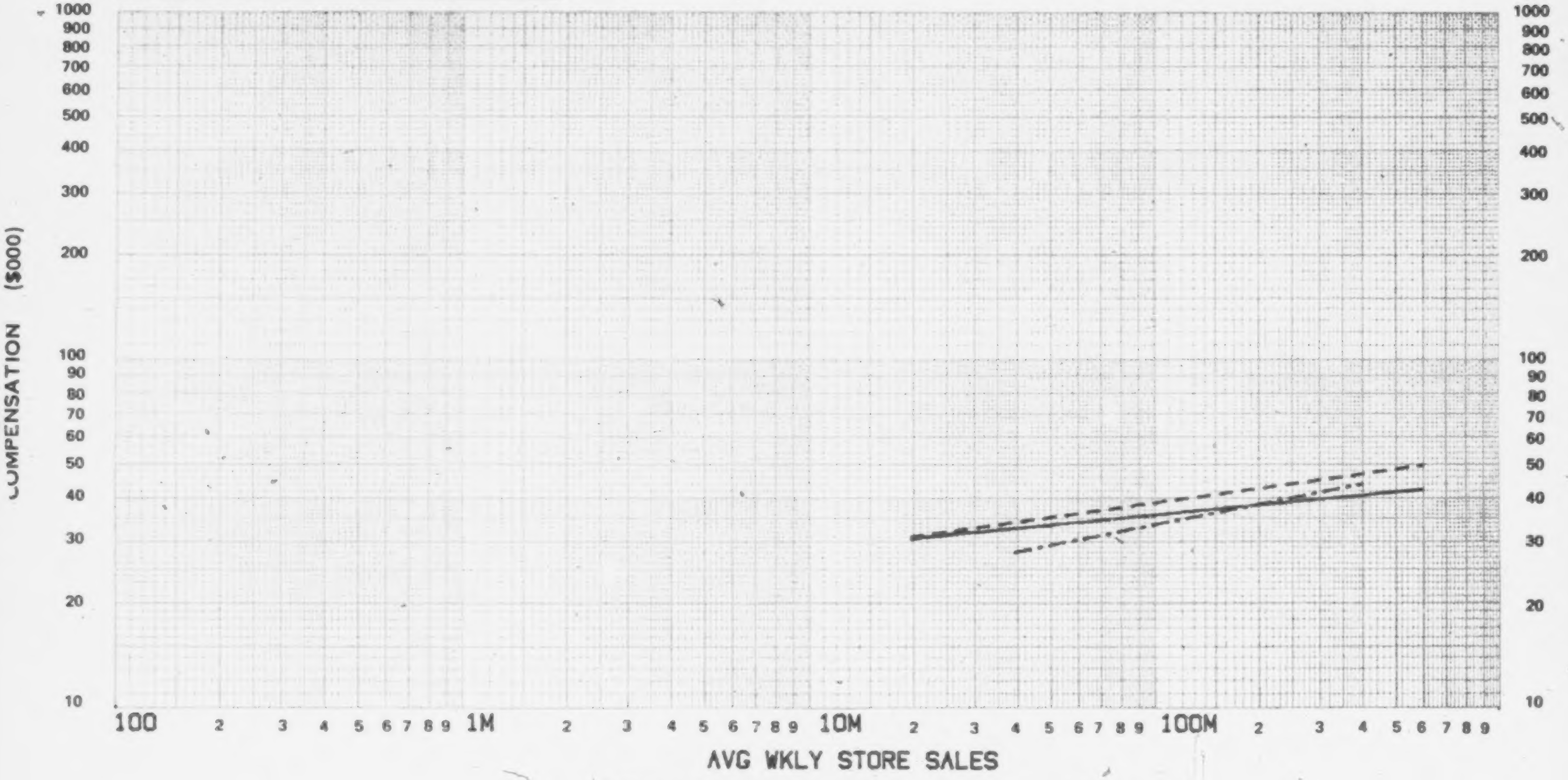
LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	——	0.23	1.13
Bonus Co's Total Comp	------	0.27	1.18
Nonbonus Co's Salary	-.-.-.	0.24	1.27



SURVEY POSITION #42 - STORE MANAGER

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - ASSISTANT/CO-STORE MANAGER
REGION #3 - WEST CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$175.0				$ 38.5				5.0				B	D
AND ABOVE				38.5				5.0				B	D
	$ 34.3	$ 0.6	$ 34.9					6.0		48.0	52.0	B	A
	34.3	1.5	35.8					6.0		48.0	52.0	B	A
	32.7	0.0	32.7		$ 25.9	$ 31.7	$ 37.6	5.0	2.0	45.0	17.0	195	195
				31.6	25.9	31.7	37.6	5.0	2.0	45.0	17.0	195	195
				31.4	25.9	31.7	37.6	5.0	2.0	45.0	17.0	195	195
	31.2	0.0	31.2		36.1	36.5	37.4	6.0	3.0	52.0	30.0	B	B
	31.2	8.4	39.6		36.1	37.1	39.0	6.0	3.0	52.0	30.0	B	B
	31.2	11.1	42.3					6.0	3.0	52.0	30.0	B	B
				31.0	25.9	31.7	37.6	5.0	2.0	45.0	17.0	195	195
				28.9				5.0	2.0	40.0	12.0	E	F
				28.9				5.0	2.0	40.0	12.0	E	F
	28.0	7.0	35.0					5.5	2.0	55.0	26.0		
	27.3	0.0	27.3		15.6	28.1	34.2						
	27.3	5.5	32.8					6.0		48.0	26.0	B	B
	25.6	0.0	25.6		15.6	24.9	33.8						
				24.9				5.0	2.0	40.0	12.0	E	F
				23.3	21.8	23.1	24.3	5.5	2.0	46.0	17.0	B	B
				22.5				5.0	1.0	40.0	3.0	E	E
NO. IN POS: 163													
$ 256.8 WT'D AVG:	$ 30.5	$ 3.2	$ 33.7	$ 30.4									

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - ASSISTANT/CO-STORE MANAGER
REGION #3 - WEST CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$174.9	$ 35.9	$ 1.4	$ 37.3					5.5	3.0	55.0	26.0	B	A
TO	34.6	1.0	35.6					5.5	3.0	55.0	26.0	B	A
$75.0	34.3	0.0	34.3					6.0		48.0	52.0	B	A
	34.3	0.1	34.4					6.0		48.0	52.0	B	A
				$ 32.7	$ 25.9	$ 31.7	$ 37.6	5.0	2.0	45.0	17.0	195	195
	32.5	1.0	33.5					5.5	3.0	55.0	26.0	B	A
				31.5				5.0				B	D
	31.2	0.0	31.2		33.3	35.2	36.1	6.0	3.0	52.0	30.0	B	B
				31.0	24.1	29.4	34.7	5.0	2.0	45.0	17.0	195	195
	30.4	0.0	30.4		33.3	35.6	37.4	6.0	3.0	52.0	30.0	B	B
				28.5				5.0				B	D
	25.5	0.0	25.5		14.2	25.2	33.8						
	25.2	3.2	28.4		23.4	27.7	32.0	6.0		48.0	26.0	B	B
				24.9				5.0	2.0	40.0	12.0	E	F
				24.9				5.0	2.0	40.0	12.0	E	F
	24.7	0.0	24.7		23.4	24.7	26.0	6.0		48.0	26.0	B	B
	23.9	0.0	23.9		15.6	25.7	30.4						
	23.4	0.0	23.4					6.0		48.0	26.0	B	B
				23.1	19.3	23.6	27.8	5.5	2.0	46.0	17.0	B	B
				22.5				5.0	1.0	40.0	3.0	E	E
				22.5				5.0	1.0	40.0	3.0	E	E
				22.5				5.0	1.0	40.0	3.0	E	E
				22.2	20.4	22.7	25.0	5.5	2.0	46.0	17.0	B	B
				21.5	19.6	21.6	23.5	5.0	2.0	41.0	17.0	E	E
NO. IN POS: 220													
$ 123.7 WT'D AVG:	$ 28.8	$ 0.3	$ 29.1	$ 23.2									

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - ASSISTANT/CO-STORE MANAGER
REGION #3 - WEST CENTRAL

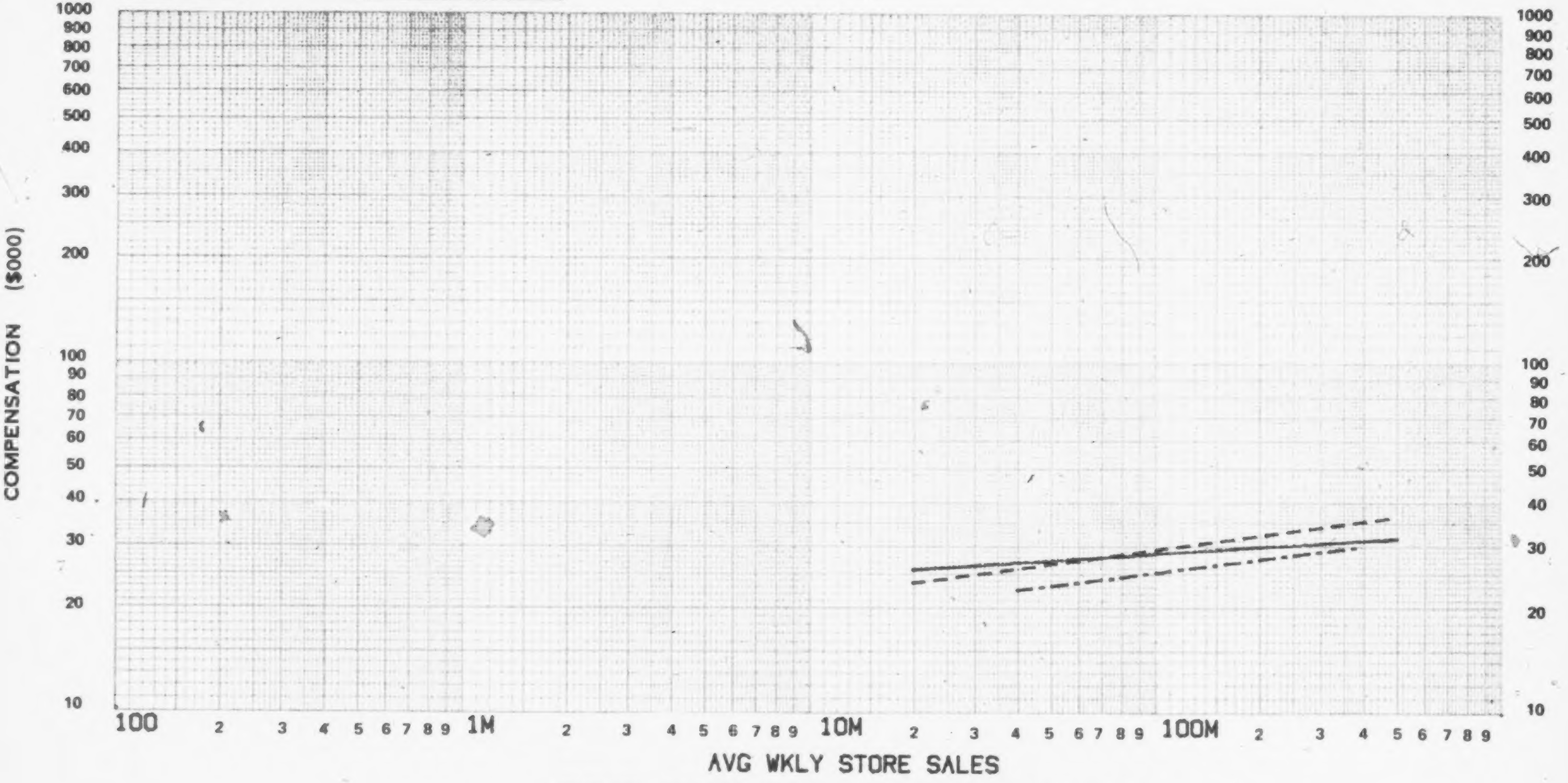
SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$74.9	$ 32.5	$ 0.7	$ 33.2					5.5	3.0	55.0	26.0	B	A
AND BELOW	31.2	0.0	31.2		$ 36.1	$ 36.8	$ 37.4	6.0	3.0	52.0	30.0	B	B
	30.7	0.6	31.3					5.5	3.0	55.0	26.0	B	A
	28.9	0.0	28.9					6.0	3.0	52.0	30.0	B	B
				$ 28.9				5.0	2.0	40.0	12.0	E	F
				24.9				5.0	2.0	40.0	12.0	E	F
	24.9	0.0	24.9		15.6	24.7	31.7						
				24.9				5.0	2.0	40.0	12.0	E	F
	23.4	0.0	23.4					6.0		48.0	26.0	B	B
	23.4	0.0	23.4		15.6	24.4	26.5						
	20.8	0.0	20.8					6.0		48.0	26.0	B	B
				20.5	18.6	20.6	22.5	5.0	2.0	41.0	17.0	E	E
				19.7	15.0	19.3	23.5	5.0	2.0	41.0	17.0	E	E
				19.6	19.0	20.0	20.9	5.0	2.0	41.0	17.0	E	E
NO. IN POS: 108													
$ 62.1 WT'D AVG:	$ 27.1	$ 0.2	$ 27.3	$ 20.6									
NO SCOPE	$ 32.2	$ 1.8	$ 34.0					5.0	1.0	46.0	50.0	A	A
REPORTED	32.2	1.8	34.0					5.0	1.0	46.0	50.0	A	A
	32.2	1.8	34.0					5.0	1.0	46.0	50.0	A	A
	32.2	1.8	34.0					5.0	1.0	46.0	50.0	A	A
	32.2	1.8	34.0					5.0	1.0	46.0	50.0	A	A
				$ 31.1				6.0	2.0	48.0	1.0	B	B
	27.0	0.8	27.8					4.5	2.0	37.0	36.0		
	24.0	0.5	24.5					6.0	2.0	48.0	24.0	A	A
				21.0				6.0	2.0	48.0	24.0	A	A
NO. IN POS: 189													
WT'D AVG:	$ 27.5	$ 0.9	$ 28.4	$ 29.7									
NO. IN POS: 680													
$ 154.3 POSITION AVG:	$ 28.5	$ 1.1	$ 29.6	$ 25.3									

Food Marketing Institute

1985/1986 MANAGEMENT COMPENSATION STUDY

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	——	0.09	1.16
Bonus Co's Total Comp	------	0.27	1.17
Nonbonus Co's Salary	-.-.-.-	0.15	1.19



SURVEY POSITION #43 - ASSISTANT/CO-STORE MANAGER

REGION #3 - WEST CENTRAL

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER
REGION #3 - WEST CENTRAL

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$25.0	$ 39.5	$ 1.8	$ 41.3					5.5		55.0	12.0	B	A
AND ABOVE	38.8	1.6	40.4					5.5		55.0	12.0	B	A
				$ 35.9				6.0		48.0	52.0	E	F
				35.9				6.0		48.0	52.0	E	F
	34.4	14.4	48.8					5.5	1.0	48.0		B	D
	34.3	4.3	38.6		$ 32.7	$ 34.3	$ 35.8	6.0	1.0	48.0	2.0	E	E
				32.4	30.2	32.4	34.6	5.0		45.0		B	A
				31.9	30.0	31.9	33.8	5.0		45.0		B	A
				30.9				5.0	1.0	40.0	12.0	E	F
				30.9				5.0	1.0	40.0	12.0	E	F
				30.9				5.0	1.0	40.0	12.0	E	F
				30.0				5.0		40.0		E	E
				26.8	25.5	27.0	28.5	5.0		45.0		B	A
	26.5	0.4	26.9		24.9	26.0	27.0	5.0		40.0	12.0	B	B
	26.5	1.1	27.6					5.0		40.0	12.0	B	B
	26.3	0.0	26.3					5.0		40.0			
				26.0				5.0	1.0	40.0	12.0	E	F
	23.3	0.0	23.3					5.0		40.0			
NO. IN POS: 100													
$ 44.7 WT'D AVG:	$ 34.5	$ 6.9	$ 41.4	$ 31.1									

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT
MANAGER
REGION #3 - WEST CENTRAL

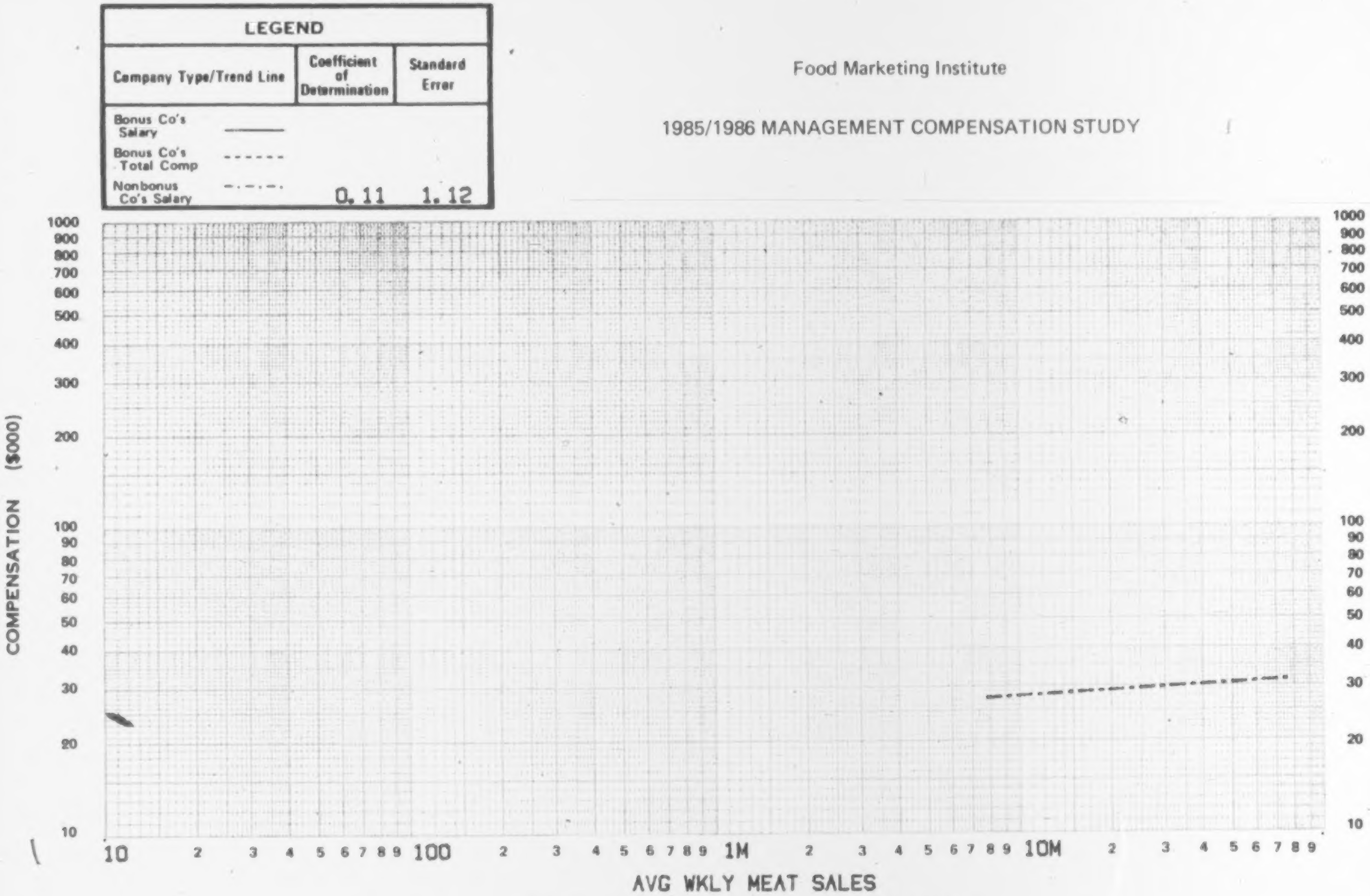
SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$24.9	$ 37.0	$ 1.3	$ 38.3					5.5		55.0	12.0	B	A
AND BELOW	36.6	0.0	36.6		$ 34.6	$ 36.9	$ 39.1	6.0	1.0	48.0	2.0	E	E
	36.5	0.0	36.5		34.8	36.5	38.1	6.0	1.0	48.0	2.0	E	E
				$ 35.9				6.0		48.0	52.0	E	F
				35.9				6.0		48.0	52.0	E	F
	35.3	0.7	36.0					5.5		55.0	12.0	B	A
				30.9				5.0	1.0	40.0	12.0	E	F
				29.9				5.0		40.0		E	E
				29.6				5.0		40.0		E	E
				29.0								E	
				28.7	25.7	28.4	31.2	5.0		45.0		E	E
	26.5	0.0	26.5		24.9	26.0	27.0	5.0		40.0	12.0	B	B
	26.2	0.0	26.2					5.0		40.0			
				26.0				5.0	1.0	40.0	12.0	E	F
				26.0				5.0	1.0	40.0	12.0	E	F
				24.7	18.1	24.0	29.7	5.0		45.0		E	E
	23.2	0.0	23.2					5.0		40.0			
	22.9	0.0	22.9		21.4	22.3	23.2	5.0		40.0	12.0	B	B
NO. IN POS: 251													
$ 14.9 WT'D AVG:	$ 34.7	$ 0.3	$ 35.0	$ 28.4									

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER
REGION #3 - WEST CENTRAL

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE REPORTED				$ 36.0				5.0		40.0		E	E
	$ 32.3	$ 2.2	$ 34.5					5.0		40.0			
				31.6				5.0		40.0		E	E
				31.2	$ 29.5	$ 30.9	$ 32.2						
				31.0	30.0	30.8	32.2						
				30.9	30.4	30.9	32.2						
				30.8	27.2	31.5	32.3						
				30.3	28.6	30.4	31.7						
				30.1	30.4	32.8	34.3						
				28.7				5.0	1.0	40.0	1.0	E	E
				28.1				5.0		40.0		E	E
	27.0	24.0	51.0					5.5		55.0	52.0		
NO. IN POS: 268 WT'D AVG:	$ 31.4	$ 6.0	$ 37.4	$ 30.4									
NO. IN POS: 619 $ 23.4 POSITION AVG:	$ 33.7	$ 3.6	$ 37.3	$ 29.7									

Food Marketing Institute

1985/1986 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #44 - MEAT DEPARTMENT MANAGER

REGION #3 - WEST CENTRAL

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - PHARMACY MANAGER

REGION #3 - WEST CENTRAL

Responsible for the management and operation of the store's pharmacy department, including prescriptions, inventory control, customer and employee relations, compliance with regulatory agencies and company policies. Must be a registered pharmacist. May be considered to be the assistant store manager.

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$25.0 AND BELOW	MANAGER	$ 39.7	$ 1.2	$ 40.9		$ 37.7	$ 40.2	$ 42.6
	MANAGER	37.7	2.0	39.7				
	MANAGER				$ 32.3	30.0	35.0	40.0
	MANAGER				31.5	24.1	29.4	39.7
	ASST. V.P./DIR				29.9			
	NO IN POSITION: 116							
$ 8.2	WEIGHTED GROUP AVG:	$ 39.6	$ 1.2	$ 40.8	$ 30.5			
NO SCOPE REPORTED	MANAGER				$ 41.2			
	MANAGER				37.3			
	VICE PRESIDENT	$ 37.0	$ 3.0	$ 40.0				
	ASST. V.P./DIR				34.8			
	MANAGER				32.9	$ 29.9	$ 32.5	$ 36.4
	MANAGER				32.3	31.9	32.2	32.8
	DIST.MANAGER				32.2			
	MANAGER				31.7			
	MANAGER				31.2	29.1	31.2	34.1
	NO IN POSITION: 87							
	WEIGHTED GROUP AVG:	$ 37.0	$ 3.0	$ 40.0	$ 34.3			
	NO IN POSITION: 203							
$ 8.2	POSITION AVERAGE:	$ 39.5	$ 1.3	$ 40.8	$ 33.0			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - PHARMACIST

REGION #3 - WEST CENTRAL

Responsible for the efficient, ethical and lawful compounding and dispensing of prescription pharmaceuticals. Advises customers on the use and storage of prescription and non-prescription drugs. Orders and maintains supply of drugs, chemicals, and other pharmaceutical stock.

SCOPE		BONUS COMPANIES			NONBONUS	SALARY RANGE		
AVG WKLY DRUG SALES ($THOU)	REPORTS TO	SALARY	BONUS	TOTAL COMP	COMPANIES SALARY	MIN	MID	MAX
$25.0 AND BELOW	MANAGER	$ 37.4	$ 0.5	$ 37.9		$ 35.5	$ 38.0	$ 40.5
	MANAGER	35.5	0.6	36.1				
	MANAGER				$ 30.3	29.5	32.0	34.5
	MANAGER				27.3	22.4	27.2	32.0
	NO IN POSITION: 120							
$ 9.1	WEIGHTED GROUP AVG:	$ 37.3	$ 0.5	$ 37.8	$ 27.6			
NO SCOPE REPORTED	MANAGER				$ 34.8			
	ASST. V.P./DIR				34.5			
	MANAGER				33.6			
	MANAGER				32.7	$ 27.0	$ 33.3	$ 36.4
	MANAGER				31.5	29.1	31.2	34.3
	MANAGER				31.3	27.0	30.6	36.4
	MANAGER				29.3			
	MANAGER				28.6	27.0	29.4	31.7
	NO IN POSITION: 156							
	WEIGHTED GROUP AVG:				$ 32.1			
	NO IN POSITION: 276							
$ 9.1	POSITION AVERAGE:	$ 37.3	$ 0.5	$ 37.8	$ 31.6			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

REGION #4 - SOUTHEAST

Responsible for carrying out merchandising programs for grocery products among an assigned number of stores. Determines the type of grocery items, quality, grades and brands. Recommends retail prices on grocery items as appropriate. Coordinates the purchase of grocery products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$850.0 AND BELOW	ASST. V.P./DIR	$ 50.0	$ 14.0	$ 64.0		$ 56.0	$ 70.0	$ 84.0
	CEO/PRESIDENT	27.0	3.0	30.0		27.0	28.5	30.0
	MANAGER	26.2	0.0	26.2				
	EXEC. V.P.				$ 23.4			
	NO IN POSITION: 63							
$ 37.6	WEIGHTED GROUP AVG:	$ 26.6	$ 0.3	$ 26.9	$ 23.4			
NO SCOPE REPORTED	VICE PRESIDENT	$ 70.9	$ 0.0	$ 70.9				
	ASST. V.P./DIR	56.9	11.9	68.8		$ 46.7	$ 58.4	$ 70.1
	VICE PRESIDENT				$ 49.9	33.1	39.7	46.4
	EXEC. V.P.				32.0			
	VICE PRESIDENT	25.0	2.0	27.0		23.0	25.0	27.0
	NO IN POSITION: 19							
	WEIGHTED GROUP AVG:	$ 44.8	$ 6.8	$ 51.6	$ 47.3			
	NO IN POSITION: 82							
$ 37.6	POSITION AVERAGE:	$ 29.5	$ 1.4	$ 30.9	$ 44.4			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

REGION #4 - SOUTHEAST

Responsible for carrying out merchandising programs for meat products (including deli) among an assigned number of stores. Determines the type of meat items, quality, grades and brands. Recommends retail prices on meat items as appropriate. Coordinates the purchase of meat products to ensure an appropriate assortment to achieve sales and profits objectives. Develops meat case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$250.0 AND BELOW	ASST. V.P./DIR	$ 59.0	$ 12.0	$ 71.0		$ 51.0	$ 64.0	$ 76.0
	EXEC. V.P.				$ 29.9			
	CEO/PRESIDENT	26.2	3.9	30.1		26.2	28.5	30.1
	MANAGER	26.1	0.0	26.1				
	NO IN POSITION: 41							
$ 17.7	WEIGHTED GROUP AVG:	$ 26.9	$ 0.6	$ 27.5	$ 29.9			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 59.4	$ 12.1	$ 71.5		$ 46.7	$ 58.4	$ 70.1
	VICE PRESIDENT				$ 49.9	33.1	39.7	46.4
	VICE PRESIDENT	30.0	2.0	32.0		28.0	30.0	32.0
	EXEC. V.P.				24.0			
	NO IN POSITION: 15							
	WEIGHTED GROUP AVG:	$ 52.1	$ 9.5	$ 61.6	$ 46.2			
	NO IN POSITION: 56							
$ 17.7	POSITION AVERAGE:	$ 31.1	$ 2.1	$ 33.2	$ 44.2			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

REGION #4 - SOUTHEAST

Responsible for carrying out merchandising programs for produce products among an assigned number of stores. Determines the type of produce items, quality, grades and brands. Recommends retail prices on produce items as appropriate. Coordinates the purchase of produce products to ensure an appropriate assortment to achieve sales and profits objectives. Develops refrigeration case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$75.0 AND BELOW	ASST. V.P./DIR	$ 55.0	$ 15.0	$ 70.0		$ 48.0	$ 60.0	$ 72.0
	CEO/PRESIDENT	32.5	3.5	36.0		32.5	35.0	36.0
	MANAGER	24.3	0.0	24.3				
	VICE PRESIDENT				$ 23.9			
	NO IN POSITION:	33						
$ 5.7	WEIGHTED GROUP AVG:	$ 25.8	$ 0.7	$ 26.5	$ 23.9			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 59.3	$ 12.7	$ 72.0		$ 46.7	$ 58.4	$ 70.1
	VICE PRESIDENT				$ 49.9	33.1	39.7	46.4
	VICE PRESIDENT	41.6	0.0	41.6				
	VICE PRESIDENT	25.0	1.0	26.0				
	EXEC. V.P.				24.0			
	NO IN POSITION:	16						
	WEIGHTED GROUP AVG:	$ 49.7	$ 8.7	$ 58.4	$ 46.2			
	NO IN POSITION:	49						
$ 5.7	POSITION AVERAGE:	$ 31.0	$ 2.5	$ 33.5	$ 43.4			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - GROCERY BUYER

REGION #4 - SOUTHEAST

Responsible for procurement and buying activities of assigned grocery products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$100.0 AND BELOW	MANAGER				$ 27.3			
	MANAGER				25.1			
	EXEC. V.P.				22.4	$ 17.6	$ 22.2	$ 26.8
	NO IN POSITION:	52						
$ 37.4	WEIGHTED GROUP AVG:				$ 25.1			
NO SCOPE REPORTED	VICE PRESIDENT	$ 68.3	$ 0.0	$ 68.3				
	MANAGER				$ 40.4	$ 31.6	$ 39.5	$ 47.4
	ASST. V.P./DIR				38.3	33.1	39.7	46.4
	EXEC. V.P.				28.0			
	ASST. V.P./DIR	27.1	6.3	33.4		20.4	29.2	38.0
	VICE PRESIDENT	25.0	2.0	27.0		23.0	25.0	27.0
	NO IN POSITION:	36						
	WEIGHTED GROUP AVG:	$ 51.8	$ 1.5	$ 53.3	$ 39.1			
	NO IN POSITION:	88						
$ 37.4	POSITION AVERAGE:	$ 51.8	$ 1.5	$ 53.3	$ 28.7			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 32 - MEAT BUYER

REGION #4 - SOUTHEAST

Responsible for procurement and buying activities of assigned meat products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$50.0 AND BELOW	MANAGER				$ 28.9			
	MANAGER				26.9			
	NO IN POSITION: 22							
$ 25.5	WEIGHTED GROUP AVG:				$ 27.3			
NO SCOPE REPORTED	VICE PRESIDENT	$ 67.2	$ 0.0	$ 67.2				
	ASST. V.P./DIR				$ 47.8	$ 33.1	$ 39.7	$ 46.4
	MANAGER	41.5	7.0	48.5		31.6	39.5	47.4
	ASST. V.P./DIR	40.8	8.0	48.8		26.0	37.5	49.0
	EXEC. V.P.				30.0			
	VICE PRESIDENT	30.0	2.0	32.0		28.0	30.0	32.0
	NO IN POSITION: 11							
	WEIGHTED GROUP AVG:	$ 41.7	$ 5.2	$ 46.9	$ 38.9			
	NO IN POSITION: 33							
$ 25.5	POSITION AVERAGE:	$ 41.7	$ 5.2	$ 46.9	$ 28.2			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - PRODUCE BUYER

REGION #4 - SOUTHEAST

Responsible for procurement and buying activities of assigned produce products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL PRODUCE PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$25.0	MANAGER				$ 27.4			
AND BELOW	MANAGER				24.8			
	NO IN POSITION: 16							
$ 8.3	WEIGHTED GROUP AVG:				$ 27.1			
NO SCOPE	ASST. V.P./DIR				$ 57.7	$ 35.8	$ 44.7	$ 53.7
REPORTED	VICE PRESIDENT	$ 56.4	$ 0.0	$ 56.4				
	MANAGER	40.3	5.7	46.0		31.6	39.5	47.4
	ASST. V.P./DIR	37.9	7.0	44.9		11.0	31.6	41.2
	EXEC. V.P.				30.0			
	VICE PRESIDENT	25.0	1.0	26.0				
	NO IN POSITION: 13							
	WEIGHTED GROUP AVG:	$ 43.1	$ 3.8	$ 46.9	$ 43.8			
	NO IN POSITION: 29							
$ 8.3	POSITION AVERAGE:	$ 43.1	$ 3.8	$ 46.9	$ 28.9			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 36 - NONFOOD BUYER

REGION #4 - SOUTHEAST

Responsible for procurement and buying activities of assigned general merchandise and HBA items. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL NONFOOD PURCH ($MIL)		BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
	REPORTS TO	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$150.0	MANAGER				$ 37.1			
AND BELOW	MANAGER				26.3			
	MANAGER				20.5	$ 18.4	$ 20.5	$ 22.6
	NO IN POSITION: 18							
$ 103.9	WEIGHTED GROUP AVG:				$ 26.9			
NO SCOPE	VICE PRESIDENT	$ 46.3	$ 0.0	$ 46.3				
REPORTED	MANAGER				$ 36.6	$ 31.6	$ 39.5	$ 47.4
		29.1	6.0	35.1		20.4	29.2	38.0
	EXEC. V.P.				25.0			
	NO IN POSITION: 8							
	WEIGHTED GROUP AVG:	$ 40.6	$ 2.0	$ 42.6	$ 34.3			
	NO IN POSITION: 26							
$ 103.9	POSITION AVERAGE:	$ 40.6	$ 2.0	$ 42.6	$ 28.5			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 41 - DISTRICT MANAGER

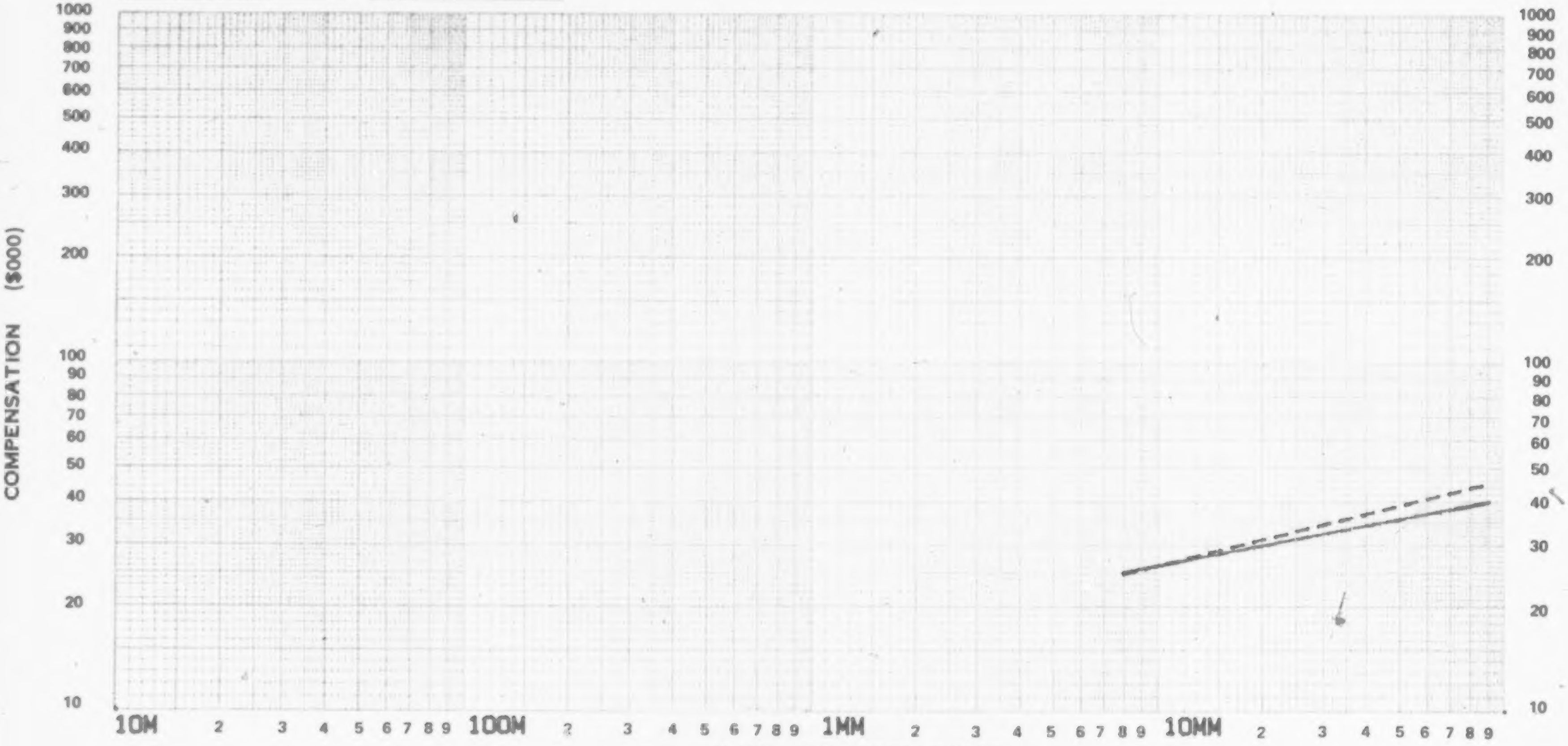
REGION #4 - SOUTHEAST

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANN'L DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$100. AND BELOW	REG. V.P./MGR.	$ 39.5	$ 4.8	$ 44.3				
	ASST. V.P./DIR	38.9	5.0	43.9		$ 28.7	$ 41.3	$ 53.9
	REG. V.P./MGR.	38.4	3.8	42.2				
	CEO/PRESIDENT	35.3	4.8	40.1		35.0	38.5	40.1
	GROUP EXEC.	27.7	0.0	27.7				
	GROUP EXEC.	26.0	0.0	26.0				
	NO IN POSITION: 55							
$ 56.6	WEIGHTED GROUP AVG:	$ 35.5	$ 3.5	$ 39.0				
NO SCOPE REPORTED	ASST. V.P./DIR	$ 60.6	$ 2.0	$ 62.6		$ 42.5	$ 53.1	$ 63.8
	DIV. V.P./MGR.	56.7	12.1	68.8		46.7	58.4	70.1
	VICE PRESIDENT	51.0	20.0	71.0				
	VICE PRESIDENT	48.0	18.0	66.0				
	VICE PRESIDENT	43.2	15.0	58.2				
	VICE PRESIDENT	37.0	3.0	40.0				
	NO IN POSITION: 77							
	WEIGHTED GROUP AVG:	$ 52.3	$ 12.9	$ 65.2				
	NO IN POSITION: 132							
$ 56.6	POSITION AVERAGE:	$ 45.3	$ 8.9	$ 54.2				

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.83	1.09
Bonus Co's Total Comp	------	0.79	1.13
Nonbonus Co's Salary	-.-.-.		



ANN'L DISTRICT SALES

SURVEY POSITION #41 - DISTRICT MANAGER

REGION #4 - SOUTHEAST

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #4 - SOUTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$300.0 AND ABOVE	$ 58.1	$ 5.1	$ 63.2						2.0	47.0	17.3	225	225
	57.2	4.8	62.0					5.0	2.0	47.0	17.3	225	225
	56.3	4.9	61.2					5.0	2.0	47.0	17.3	225	225
				$ 39.7				6.0	3.0	60.0	26.0	B	B
	39.7	5.5	45.2										
	39.3	0.0	39.3					2.5	3.0	50.0	24.0	B	A
	32.8	2.7	35.5					5.0	1.5	50.0	17.0	E	D
NO. IN POS: 50													
$ 422.0 WT'D AVG:	$ 53.7	$ 4.4	$ 58.1	$ 39.7									
$299.9 TO $100.0	$ 55.3	$ 4.8	$ 60.1					5.0	2.0	47.0	17.3	225	225
	52.2	4.8	57.0					5.0	2.0	47.0	17.3	225	225
	49.1	4.7	53.8					5.0	2.0	47.0	17.3	225	225
	45.7	4.7	50.4					5.0	2.0	47.0	17.3	225	225
	37.1	4.0	41.1										
				$ 34.3				6.0	3.0	60.0	26.0	B	B
	31.9	2.5	34.4					5.0	1.5	50.0	17.0	E	D
	31.6	4.0	35.6					5.0	1.5	50.0	17.0	E	D
	31.2	0.0	31.2					2.5	3.0	50.0	24.0	B	A
	29.6	2.1	31.7					5.0	1.5	50.0	17.0	E	D
	29.3	0.0	29.3					2.5	3.0	50.0	24.0	B	A
	28.6	3.4	32.0		$ 23.8	$ 34.2	$ 44.6	5.0	3.0	50.0		150	
				28.5				6.0	3.0	60.0	26.0	B	B
				27.9				6.0	3.0	60.0	26.0	B	B
NO. IN POS: 359													
$ 180.0 WT'D AVG:	$ 35.8	$ 3.5	$ 39.3	$ 29.2									

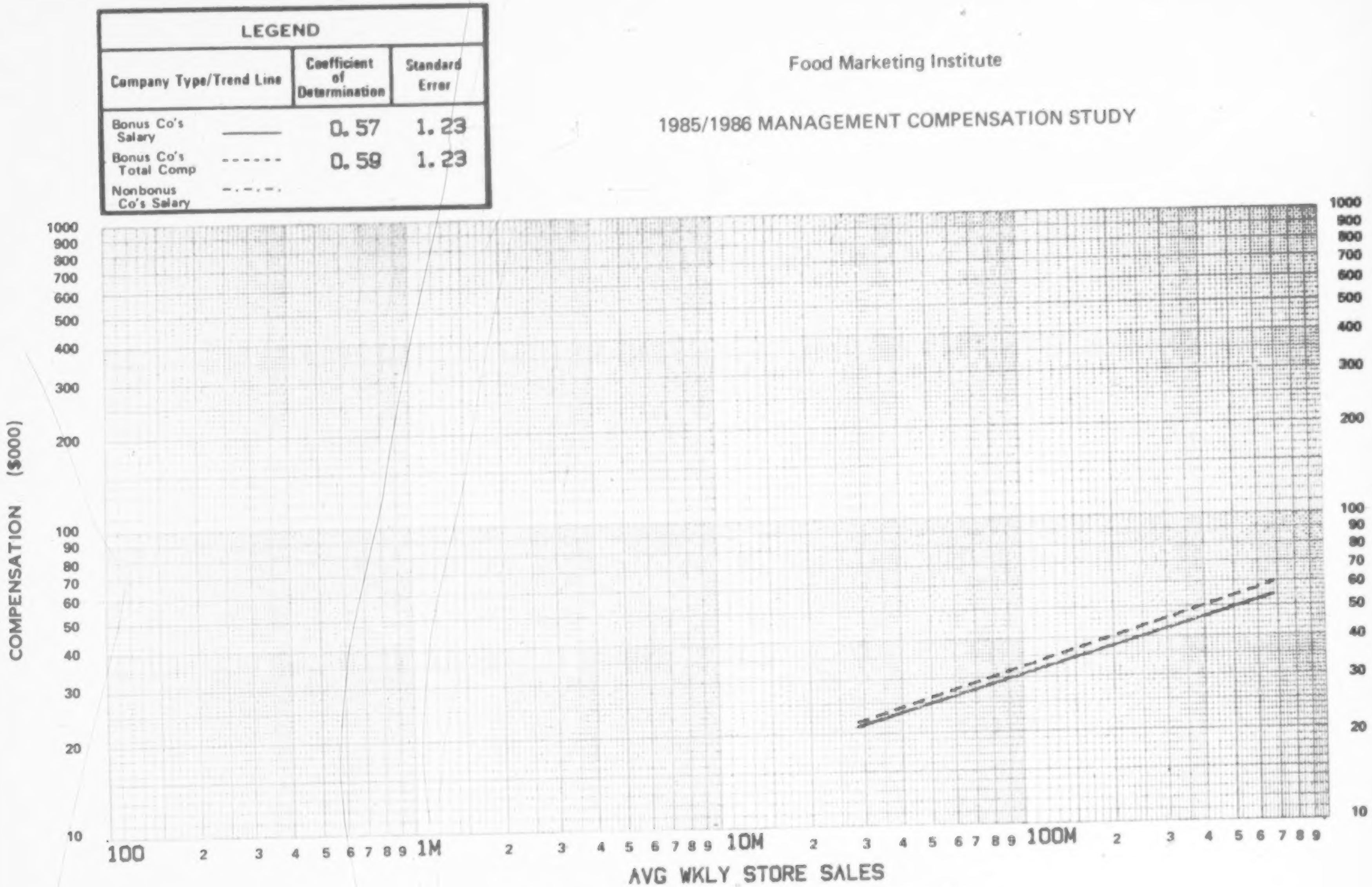
FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #4 - SOUTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$99.9	$ 30.7	$ 0.7	$ 31.4					5.0	1.5	50.0	17.0	E	D
AND BELOW	29.4	2.4	31.8					5.0	1.5	50.0	17.0	E	D
	28.4	1.5	29.9					5.0	1.5	50.0	17.0	E	D
	27.9	0.0	27.9					2.5	3.0	50.0	24.0	B	A
	26.4	0.0	26.4					2.5	3.0	50.0	24.0	B	A
				$ 23.1				6.0	3.0	60.0	26.0	B	B
	23.0	1.5	24.5		$ 22.0	$ 23.0	$ 25.0	6.0	2.0	50.0	17.0	A	A
				21.9				5.5	3.0	55.0	26.0	B	B
	20.0	2.0	22.0		20.0	23.0	24.0	6.0	2.0	50.0	17.0	A	A
	19.0	0.8	19.8		18.2	18.9	23.0	6.0	2.0	50.0	17.0	A	A
	17.6	0.0	17.6					2.5	3.0	50.0	24.0	B	A
NO. IN POS: 112													
$ 65.3 WT'D AVG:	$ 25.7	$ 1.3	$ 27.0	$ 22.8									
NO SCOPE	$ 30.7	$ 2.6	$ 33.3		$ 28.3	$ 30.7	$ 33.8	4.0	1.0	50.0	2.0	100	100
REPORTED	28.6	2.6	31.2		27.3	29.9	31.2	4.0	1.0	50.0	2.0	100	100
	26.0	2.1	28.1		26.0	28.6	29.9	4.0	1.0	50.0	2.0	100	100
	26.0	2.1	28.1		26.0	28.6	29.9	4.0	1.0	50.0	2.0	100	100
	26.0	2.1	28.1		26.0	28.6	29.9	4.0	1.0	50.0	2.0	100	100
NO. IN POS: 48													
WT'D AVG:	$ 27.6	$ 2.4	$ 30.0										
NO. IN POS: 569													
$ 178.5 POSITION AVG:	$ 34.7	$ 3.1	$ 37.8	$ 28.1									

Food Marketing Institute

1985/1986 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #42 - STORE MANAGER

REGION #4 - SOUTHEAST

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - ASSISTANT/CO-STORE MANAGER
REGION #4 - SOUTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$200.0				$ 29.9				5.5	3.0	55.0	26.0	B	B
AND ABOVE	$ 27.9	$ 1.8	$ 29.7					5.0	2.0	40.0	17.3	F	F
	27.9	2.4	30.3					5.0	2.0	40.0	17.3	F	F
	27.9	3.0	30.9					5.0	2.0	40.0	17.3	F	F
				27.9									
	27.9	3.9	31.8					5.0	2.0	40.0	17.3	F	F
	27.9	4.6	32.5					5.0	2.0	40.0	17.3	F	F
				26.5									
				23.3				5.5	3.0	55.0	26.0	B	B
	------	------	------	------									
NO. IN POS: 114													
$ 323.5 WT'D AVG:	$ 27.9	$ 2.7	$ 30.6	$ 26.0									
$199.9				$ 32.0				2.5	3.0	50.0	24.0	B	A
AND BELOW	$ 27.9	$ 1.5	$ 29.4					5.0	2.0	40.0	17.3	F	F
	27.9	1.5	29.4					5.0	2.0	40.0	17.3	F	F
				25.3				2.5	3.0	50.0	24.0	B	A
	23.4	2.0	25.4		$ 18.9	$ 27.1	$ 35.3	5.0	3.0	50.0		125	
				23.0				2.5	3.0	50.0	24.0	B	A
				20.7				5.5	3.0	55.0	26.0	B	B
				20.0				2.5	3.0	50.0	24.0	B	A
				19.8				2.5	3.0	50.0	24.0	B	A
				19.7				5.5	3.0	55.0	26.0	B	B
				18.6				5.5	3.0	55.0	26.0	B	B
	16.6	0.9	17.5		16.0	17.0	18.4	6.0	3.0	50.0	17.0	A	A
				16.3				5.5	3.0	55.0	26.0	B	B
	16.1	0.7	16.8		15.6	16.3	17.0	6.0	3.0	50.0	17.0	A	A
	15.6	0.4	16.0		15.3	15.8	16.8	6.0	3.0	50.0	17.0	A	A
				13.1				2.5	3.0	50.0	24.0	B	A
	------	------	------	------									
NO. IN POS: 289													
$ 129.0 WT'D AVG:	$ 23.0	$ 1.7	$ 24.7	$ 22.0									

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - ASSISTANT/CO-STORE MANAGER

REGION #4 - SOUTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE REPORTED	$ 28.1	$ 2.3	$ 30.4		$ 26.0	$ 28.1	$ 30.2	4.0	1.0	50.0	2.0	95	95
	28.1	2.3	30.4		26.0	28.1	30.2	4.0	1.0	50.0	2.0	95	95
	26.5	2.1	28.6		24.7	26.5	28.6	4.0	1.0	50.0	2.0	95	95
	26.5	2.1	28.6		24.7	26.5	28.6	4.0	1.0	50.0	2.0	95	95
	26.5	2.1	28.6		24.7	26.5	28.6	4.0	1.0	50.0	2.0	95	95
NO. IN POS: 55 WT'D AVG:	$ 27.5	$ 2.2	$ 29.7										
NO. IN POS: 458 $ 184.0 POSITION AVG:	$ 25.0	$ 2.0	$ 27.0	$ 22.6									

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER
REGION #4 - SOUTHEAST

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$30.0				$ 41.2				5.0	.5	44.0			E
AND ABOVE				29.9				5.0		45.0	12.0	B	B
				29.3									
				28.3									
				28.3				5.0	.5	44.0			E
				28.3				5.0	.5	44.0			E
				28.2									
				22.2				5.0		45.0	12.0	B	B
				19.9				5.0	.5	44.0			E
				19.8				5.0	.5	44.0			E
NO. IN POS: 24													
$ 51.5 WT'D AVG:				$ 27.3									
$29.9				$ 28.3				5.0	.5	44.0			E
AND BELOW				27.1									
	$ 24.4	$ 2.0	$ 26.4		$ 22.2	$ 24.7	$ 27.1						
				24.1				5.0	.5	44.0			E
				19.4				5.0	.5	44.0			E
				18.9				5.0	.5	44.0			E
				18.2				5.0		40.0	12.0	B	B
				17.6				5.0		40.0	12.0	B	B
	17.0	0.8	17.8		14.9	16.0	18.2	5.0	1.0	44.0	20.0	A	A
				16.9				5.0	.5	44.0			E
	16.3	1.3	17.6		14.9	16.0	17.8	5.0	1.0	44.0	20.0	A	A
				16.2				5.0		40.0	12.0	B	B
NO. IN POS: 234													
$ 23.6 WT'D AVG:	$ 23.0	$ 1.8	$ 24.8	$ 19.6									

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER
REGION #4 - SOUTHEAST

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE REPORTED	$ 30.2	$ 0.0	$ 30.2					5.0	1.0	40.0	13.0	F	F
	30.2	0.1	30.3					5.0	1.0	40.0	13.0	F	F
	30.2	0.3	30.5					5.0	1.0	40.0	13.0	F	F
	30.2	0.6	30.8					5.0	1.0	40.0	13.0	F	F
	30.2	2.6	32.8		$ 27.6	$ 29.1	$ 32.8	5.0		45.0	2.0	95	95
	28.6	2.6	31.2		27.0	28.1	31.2	5.0		45.0	2.0	95	95
	26.0	1.6	27.6		25.0	27.8	28.6	5.0		45.0	2.0	95	95
	26.0	1.8	27.8		25.0	27.8	28.6	5.0		45.0	2.0	95	95
NO. IN POS: 187 WT'D AVG:	$ 29.5	$ 0.7	$ 30.2										
NO. IN POS: 445 $ 26.2 POSITION AVG:	$ 26.2	$ 1.3	$ 27.5	$ 22.2									

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - PHARMACY MANAGER

REGION #4 - SOUTHEAST

Responsible for the management and operation of the store's pharmacy department, including prescriptions, inventory control, customer and employee relations, compliance with regulatory agencies and company policies. Must be a registered pharmacist. May be considered to be the assistant store manager.

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$75.0 AND BELOW	GROUP EXEC.	$ 35.1	$ 0.0	$ 35.1				
	GROUP EXEC.	35.0	0.0	35.0				
	GROUP EXEC.	35.0	0.0	35.0				
	GROUP EXEC.	34.9	0.0	34.9				
	MANAGER				$ 34.8			
	GROUP EXEC.	34.7	0.0	34.7				
	NO IN POSITION: 41							
$ 24.3	WEIGHTED GROUP AVG:	$ 35.0	$ 0.0	$ 35.0	$ 34.8			
NO SCOPE REPORTED	DIST.MANAGER	$ 50.5	$ 4.0	$ 54.5				
	SENIOR V.P.				$ 36.0			
	NO IN POSITION: 97							
	WEIGHTED GROUP AVG:	$ 50.5	$ 4.0	$ 54.5	$ 36.0			
	NO IN POSITION: 138							
$ 24.3	POSITION AVERAGE:	$ 45.5	$ 2.7	$ 48.2	$ 35.8			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - PHARMACIST

REGION #4 - SOUTHEAST

Responsible for the efficient, ethical and lawful compounding and dispensing of prescription pharmaceuticals. Advises customers on the use and storage of prescription and non-prescription drugs. Orders and maintains supply of drugs, chemicals, and other pharmaceutical stock.

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$75.0 AND BELOW	MANAGER	$ 32.1	$ 0.0	$ 32.1				
	MANAGER	31.7	0.0	31.7				
	MANAGER	31.3	0.0	31.3				
	MANAGER	30.8	0.0	30.8				
	MANAGER	30.0	0.0	30.0				
	NO IN POSITION: 111							
$ 22.2	WEIGHTED GROUP AVG:	$ 30.9	$ 0.0	$ 30.9				
NO SCOPE REPORTED	MANAGER	$ 44.2	$ 3.5	$ 47.7				
	SENIOR V.P.				$ 35.0			
	NO IN POSITION: 104							
	WEIGHTED GROUP AVG:	$ 44.2	$ 3.5	$ 47.7	$ 35.0			
	NO IN POSITION: 215							
$ 22.2	POSITION AVERAGE:	$ 36.6	$ 1.6	$ 38.2	$ 35.0			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

REGION #5 - PACIFIC

Responsible for carrying out merchandising programs for grocery products among an assigned number of stores. Determines the type of grocery items, quality, grades and brands. Recommends retail prices on grocery items as appropriate. Coordinates the purchase of grocery products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$1100.0 AND BELOW	GROUP EXEC.	$ 52.9	$ 9.8	$ 62.7		$ 40.6	$ 49.8	$ 59.0
	DIV. V.P./MGR.				$ 46.5	34.3	44.6	54.8
	EXEC. V.P.	41.8	2.4	44.2				
	EXEC. V.P.	38.1	2.8	40.9		30.0	40.0	45.0
	ASST. V.P./DIR	31.3	0.4	31.7				
	NO IN POSITION:	8						
$ 264.8	WEIGHTED GROUP AVG:	$ 39.9	$ 2.9	$ 42.8	$ 46.5			
	NO IN POSITION:	8						
$ 264.8	POSITION AVERAGE:	$ 39.9	$ 2.9	$ 42.8	$ 46.5			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

REGION #5 - PACIFIC

Responsible for carrying out merchandising programs for meat products (including deli) among an assigned number of stores. Determines the type of meat items, quality, grades and brands. Recommends retail prices on meat items as appropriate. Coordinates the purchase of meat products to ensure an appropriate assortment to achieve sales and profits objectives. Develops meat case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$500.0 AND BELOW	GROUP EXEC.	$ 54.9	$ 9.2	$ 64.1		$ 40.6	$ 49.8	$ 59.0
	DIV. V.P./MGR.				$ 43.8	30.7	39.8	49.0
	ASST. V.P./DIR				43.1	35.3	40.3	46.0
	VICE PRESIDENT	43.0	0.0	43.0		31.1	41.5	51.8
	ASST. V.P./DIR	32.6	0.4	33.0				
	NO IN POSITION: 12							
$ 67.3	WEIGHTED GROUP AVG:	$ 40.8	$ 2.5	$ 43.3	$ 43.2			
	NO IN POSITION: 12							
$ 67.3	POSITION AVERAGE:	$ 40.8	$ 2.5	$ 43.3	$ 43.2			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

REGION #5 - PACIFIC

Responsible for carrying out merchandising programs for produce products among an assigned number of stores. Determines the type of produce items, quality, grades and brands. Recommends retail prices on produce items as appropriate. Coordinates the purchase of produce products to ensure an appropriate assortment to achieve sales and profits objectives. Develops refrigeration case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$250.0 AND BELOW	GROUP EXEC.	$ 48.5	$ 9.7	$ 58.2		$ 40.6	$ 49.8	$ 59.0
	DIV. V.P./MGR.				$ 47.1	30.7	39.8	49.0
	ASST. V.P./DIR				42.5	35.3	40.3	46.0
	VICE PRESIDENT	33.0	0.0	33.0		28.3	37.7	47.2
	EXEC. V.P.	32.0	2.0	34.0		30.0	32.0	40.0
	ASST. V.P./DIR	31.5	0.4	31.9				
	NO IN POSITION:	12						
$ 39.7	WEIGHTED GROUP AVG:	$ 35.3	$ 2.5	$ 37.8	$ 43.2			
	NO IN POSITION:	12						
$ 39.7	POSITION AVERAGE:	$ 35.3	$ 2.5	$ 37.8	$ 43.2			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - GROCERY BUYER

REGION #5 - PACIFIC

Responsible for procurement and buying activities of assigned grocery products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$250.0 AND BELOW	DIV. V.P./MGR.	$ 45.0	$ 7.0	$ 52.0		$ 36.6	$ 45.2	$ 53.8
	ASST. V.P./DIR				$ 42.5	35.3	40.3	46.0
	MANAGER	35.3	0.0	35.3		31.8	39.1	45.4
	ASST. V.P./DIR	32.5	0.5	33.0				
	GROUP EXEC.	31.6	0.9	32.5		23.8	31.7	39.7
	NO IN POSITION:	33						
$ 83.2	WEIGHTED GROUP AVG:	$ 34.5	$ 1.8	$ 36.3	$ 42.5			
NO SCOPE REPORTED	DIV. V.P./MGR.				$ 37.6	$ 26.3	$ 32.9	$ 39.4
	NO IN POSITION:	35						
$ 83.2	POSITION AVERAGE:	$ 34.5	$ 1.8	$ 36.3	$ 40.9			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 36 - NONFOOD BUYER

REGION #5 - PACIFIC

Responsible for procurement and buying activities of assigned general merchandise and HBA items. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SCOPE ANNUAL NONFOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$100. AND BELOW	DIV. V.P./MGR.	$ 44.1	$ 6.9	$ 51.0		$ 36.6	$ 45.2	$ 53.8
	ASST. V.P./DIR				$ 43.3	35.3	40.3	46.0
	MANAGER	36.2	0.0	36.2		31.8	39.1	45.4
	ASST. V.P./DIR	34.4	0.5	34.9				
	GROUP EXEC.	30.0	0.9	30.9		23.8	31.7	39.7
	NO IN POSITION: 15							
$ 33.6	WEIGHTED GROUP AVG:	$ 35.0	$ 2.1	$ 37.1	$ 43.3			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 39.0	$ 0.8	$ 39.8				
	DIV. V.P./MGR.				$ 36.8	$ 26.3	$ 32.9	$ 39.4
	NO IN POSITION: 5							
	WEIGHTED GROUP AVG:	$ 39.0	$ 0.8	$ 39.8	$ 36.8			
	NO IN POSITION: 20							
$ 33.6	POSITION AVERAGE:	$ 35.3	$ 2.0	$ 37.3	$ 39.0			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 41 - DISTRICT MANAGER

REGION #5 - PACIFIC

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANN'L DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$275.0 AND BELOW	VICE PRESIDENT				$ 68.2	$ 56.0	$ 63.0	$ 70.0
	VICE PRESIDENT				63.0	56.0	63.0	70.0
	C.O.O.				56.0			
	C.O.O.				56.0			
	CEO/PRESIDENT	$ 52.0	$ 3.1	$ 55.1				
	CEO/PRESIDENT	52.0	3.1	55.1				
	REG. V.P./MGR.	50.8	9.8	60.6		44.0	54.7	65.3
	SENIOR V.P.	35.0	0.5	35.5				
	NO IN POSITION: 34							
$ 151.9	WEIGHTED GROUP AVG:	$ 49.5	$ 7.5	$ 57.0	$ 62.4			
NO SCOPE REPORTED	DIV. V.P./MGR.	$ 58.9	$ 13.4	$ 72.3		$ 44.8	$ 56.0	$ 69.9
	DIV. V.P./MGR.	54.5	5.8	60.3		44.8	56.0	69.9
	NO IN POSITION: 11							
	WEIGHTED GROUP AVG:	$ 57.7	$ 11.3	$ 69.0				
	NO IN POSITION: 45							
$ 151.9	POSITION AVERAGE:	$ 52.4	$ 8.9	$ 61.3	$ 62.4			

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #5 - PACIFIC

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$200.0				$ 55.0				5.0		40.0			
AND ABOVE				48.6	$ 47.5	$ 57.0	$ 60.0		.5	50.0	8.0	B	A
				45.5	45.5	48.5	51.5	5.0	.5	50.0	8.0	B	A
	$ 45.1	$ 2.0	$ 47.1		42.6	44.2	45.7	5.3		44.0			
	43.8	6.3	50.1		33.6	41.1	48.6	5.0		47.0			
	43.3	2.0	45.3		42.6	44.2	45.7	5.3		44.0			
	41.9	3.9	45.8		33.6	41.1	48.6	5.0		47.0			
	33.3	0.4	33.7					6.0	1.0	48.0	13.0	B	B
	30.8	0.4	31.2					6.0	1.0	48.0	13.0	B	B
NO. IN POS: 309													
$ 308.7 WT'D AVG:	$ 42.5	$ 4.2	$ 46.7	$ 47.1									
$199.9				$ 48.4				5.0		40.0			
AND BELOW				45.2	$ 43.5	$ 45.0	$ 46.5	5.0	.5	50.0	8.0	B	A
				43.8				5.0		40.0			
				43.6	44.5	46.5	48.5	5.0	.5	50.0	8.0	B	A
	$ 43.1	$ 2.0	$ 45.1		42.6	44.2	45.7	5.3		44.0			
	42.6	2.0	44.6		42.6	44.2	45.7	5.3		44.0			
	42.6	2.0	44.6		42.6	44.2	45.7	5.3		44.0			
	40.6	2.2	42.8		33.6	41.1	48.6	5.0		47.0			
	40.5	2.2	42.7		33.6	41.1	48.6	5.0		47.0			
				37.0				5.0		40.0			
				37.0				5.0		40.0			
	29.1	0.9	30.0					6.0	1.0	48.0	13.0	B	B
NO. IN POS: 72													
$ 156.1 WT'D AVG:	$ 39.1	$ 1.9	$ 41.0	$ 43.6									

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - STORE MANAGER

REGION #5 - PACIFIC

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE				$ 45.5	$ 31.1	$ 41.5	$ 51.8	5.5		50.0		A	A
REPORTED	$ 42.1	$ 26.6	$ 68.7					6.0		48.0			
	41.8	22.1	63.9					6.0		48.0			
	41.3	12.3	53.6					6.0		48.0			
	40.8	6.8	47.6					6.0		48.0			
	40.5	5.0	45.5		35.0	40.0	45.0	5.0		40.0		D	D
	40.5	5.0	45.5		35.0	40.0	45.0	5.0		40.0		D	D
	40.2	2.5	42.7					6.0		48.0			
NO. IN POS: 204 WT'D AVG:	$ 41.2	$ 13.4	$ 54.6	$ 45.5									
NO. IN POS: 585 POSITION AVG: $ 279.8	$ 41.6	$ 8.2	$ 49.8	$ 46.3									

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - ASSISTANT/CO-STORE MANAGER
REGION #5 - PACIFIC

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$175.0				$ 41.0	$ 38.0	$ 39.5	$ 41.0	5.5	1.5	55.0	12.0	B	A
AND ABOVE				40.0	38.0	39.5	41.0	5.5	1.5	55.0	12.0	B	A
	$ 39.0	$ 1.0	$ 40.0		30.8	37.4	44.0						
	39.0	1.0	40.0		30.8	37.4	44.0						
	39.0	1.0	40.0		30.8	37.4	44.0						
				38.6	36.9	37.9	39.0						
				38.5				5.0				B	D
				37.4	36.9	37.9	39.0						
				36.9	36.9	37.9	39.0						
				34.3				5.0				B	D
NO. IN POS: 329													
$ 299.3 WT'D AVG:	$ 39.0	$ 1.0	$ 40.0	$ 39.6									
$174.9	$ 39.0	$ 1.0	$ 40.0		$ 30.8	$ 37.4	$ 44.0						
AND BELOW				$ 39.0	38.0	39.5	41.0	5.5	1.5	55.0	12.0	B	A
				39.0	38.0	39.5	41.0	5.5	1.5	55.0	12.0	B	A
				37.1	36.9	37.9	39.0						
				36.9	36.9	37.9	39.0						
				32.2				5.0				B	D
				28.5				5.0				B	D
				28.5				5.0				B	D
	26.3	0.4	26.7					6.0	1.0	48.0	13.0	B	B
	25.9	0.2	26.1					6.0	1.0	48.0	13.0	B	B
	25.8	0.1	25.9					6.0	1.0	48.0	13.0	B	B
NO. IN POS: 59													
$ 137.9 WT'D AVG:	$ 28.6	$ 0.4	$ 29.0	$ 36.1									

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - ASSISTANT/CO-STORE MANAGER
REGION #5 - PACIFIC

SCOPE AVG WKLY STORE SALES ($THOU)	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE				$ 39.0	$ 25.8	$ 34.5	$ 43.1	5.5		50.0		A	A
REPORTED	$ 34.6	$ 1.0	$ 35.6					5.0		40.0	26.0	E	G
	34.6	1.0	35.6					5.0		40.0	26.0	E	G
NO. IN POS: 9													
WT'D AVG:	$ 34.6	$ 1.0	$ 35.6	$ 39.0									
NO. IN POS: 397													
$ 274.8 POSITION AVG:	$ 37.6	$ 0.9	$ 38.5	$ 39.0									

FOOD MARKETING INSTITUTE
1985-1986 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - MEAT DEPARTMENT MANAGER
REGION #5 - PACIFIC

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$75.0				$ 37.9									
AND BELOW				37.9									
				37.9									
				37.9									
				37.9									
				30.0				5.0		44.0	13.0	D	E
	$ 27.1	$ 0.0	$ 27.1					5.0		40.0			
	26.9	0.0	26.9					5.0		40.0			
	26.9	0.0	26.9					5.0		40.0			
	26.9	0.0	26.9					5.0		40.0			
NO. IN POS: 75													
$ 37.5 WT'D AVG:	$ 27.0	$ 0.0	$ 27.0	$ 35.9									
NO SCOPE	$ 35.4	$ 1.0	$ 36.4					5.0		40.0	26.0	E	G
REPORTED	35.4	1.0	36.4					5.0		40.0	26.0	E	G
				$ 35.0									
NO. IN POS: 9													
WT'D AVG:	$ 35.4	$ 1.0	$ 36.4	$ 35.0									
NO. IN POS: 84													
$ 37.5 POSITION AVG:	$ 29.7	$ 0.3	$ 30.0	$ 35.8									

APPENDIX: SURVEY POSITION DESCRIPTIONS

Food Marketing Institute

SURVEY POSITION DESCRIPTIONS

SURVEY POSITION #1: CHIEF EXECUTIVE OFFICER

Accountable, under the direction of the Board of Directors, for the management of the company's total business performance. Provides overall leadership and direction to the development of policies and objectives, and assures effectuation of policies throughout the company. Reviews the operational and financial progress of the company and division to assure achievement of goals and objectives. Provides general direction to merchandising, store operations and staff activities. Makes decisions of major importance on matters where the interest or objective of more than one operating unit is involved. Assures that efficient organization practices, including adequate manpower forecasting and planning, are followed throughout the company. Assures capable management succession by proper recruitment and development. Conducts corporate strategic planning that assures targets are determined for continued growth and profitability. Reviews and effectively recommends to the Board salaries, appointments, retirements, etc., for officers. Responsible for establishing and maintaining relations with stockholders, the financial community, government agencies, suppliers and customers.

SURVEY POSITION #2: CHIEF OPERATING OFFICER

Provides overall direction and control to achieve the volume and operating profit goals of the company profit centers. Makes recommendations to the Chief Executive Officer on company policies, objectives and plans. Oversees the management of all company retail store operations, company-wide merchandising and procurement, manufacturing, distribution, and wholesale operations. Responsible for the attainment of projected sales, gross profit margins, expense control, and operating profit.

SURVEY POSITION #3: CHIEF FINANCIAL OFFICER

Develops and implements policies, plans and programs necessary for the effective management of the company's financial affairs. Directs the treasury, accounting, financial planning and insurance functions for the corporation. Initiates and coordinates necessary and appropriate accounting policies and procedures for all business units. Maintains corporate funds and cash management program. Directs preparation of all corporate financial reports and budgets. Provides financial counsel to the Chief Executive Officer on major business decisions.

SURVEY POSITION #4: TOP OPERATING COMPANY EXECUTIVE

Accountable to a corporate Chief Executive Officer or group executive for the management of an autonomous operating company's or subsidiary's total business performance. Provides overall leadership and direction to the development of operating policies and objectives. Reviews the operational and financial progress of the company to assure achievement of goals and objectives. Provides general direction to merchandising, store operations and staff activities. Assures efficient organization practices, including management recruiting, employment and development. Prepares and recommends to corporate management strategic plans and objectives for continued growth, profitability and capital investments.

SURVEY POSITION #5: TOP LEGAL EXECUTIVE

Provides legal counsel and guidance in ordinary and special activities of the corporation to insure maximum protection of corporate legal rights. Assures Chief Executive Officer that corporate and divisional businesses operate within the limits of prescribed law. Directs defense and/or prosecution in suits or claims involving the corporation, subsidiaries, operating companies or divisions. Supervises the preparation of legal forms, reports, statements, etc., related to federal and state filings and regulations.

SURVEY POSITION #6: CONTROLLER

Directs the corporate or operating company accounting function. Recommends accounting policies and procedures. Oversees the preparation and interpretation of accounting reports, forecasts, budgets, expenses, and operating results. Consolidates financial data in periodic (i.e., monthly, quarterly, etc.) reports on operations. Develops and maintains financial procedures covering the company's inventories. Works with the company's independent auditors on annual financial audit. Prepares annual financial statements for corporate management review. Typically, this position reports to the Chief Financial Officer. (If Controller is Chief Financial Officer, report data under Survey Position #3.)

SURVEY POSITION #7: TOP AUDIT EXECUTIVE

Responsible for the verification of internal accounting, statistical and general corporate records. Determines the reliability and effectiveness of financial managment control systems and implements new systems to assure compliance with corporate accounting's systems, procedures and methods. Responsible for legal compliance and the detection and prevention of fraud. May be the company representative to outside agencies, if necessary.

SURVEY POSITION #8: TOP DATA PROCESSING EXECUTIVE

Directs the data processing function of the corporation or operating company. Analyzes management needs regarding information retrieval, data control and expanded use of computer and data processing equipment in company operations. Provides advice and counsel to management concerning the application of computer techniques to business requirements. Evaluates and oversees divisional/regional data processing operations. Recommends the location, type, size and equipment for data processing installations in divisional/regional organizations. Audits EDP systems and operations within divisional organizations. Maintains contact with professional associations, hardware/software companies, etc., and recommends to management new computer equipment and applications to improve business operations.

SURVEY POSITION #9: TOP PERSONNEL EXECUTIVE (WITH LABOR RELATIONS)

Develops, recommends and implements personnel policies and procedures for the corporation or operating company. Manages personnel function, including employment, compensation, benefits, training, labor relations, and safety/health services. Assures the filling of present and future manpower requirements through the development and implementation of effective recruiting methods and selection techniques. Responsible for the administration of a formalized compensation and benefits program. Oversees the effective negotiation of labor agreements with company unions. Coordinates promotions, transfers and employee placements between company and divisional profit centers. Interprets personnel policy through bulletins, letters and manuals. Advises executives and managers regarding specific personnel problems. Represents the company at meetings of various community organizations and professional groups.

SURVEY POSITION #10: TOP PERSONNEL EXECUTIVE (WITHOUT LABOR RELATIONS)

Develops, recommends and implements personnel policies and procedures for the corporation or operating company. Manages personnel function, including employment, compensation, benefits, training, safety and health services. Assures the filling of present and future manpower requirements through the development and implementation of effective recruiting methods and selection techniques. Responsible for the administration of a formalized compensation and benefits program. Interprets personnel policy through bulletins, letters and manuals. Advises executives and managers regarding specific personnel problems. Represents the company at meetings of various community organizations and professional groups.

SURVEY POSITION #11: TOP LABOR RELATIONS EXECUTIVE

Directs the effective negotiation of labor agreements and performs other labor relations activities, including major grievances, mediation, arbitration and N.L.R.B. matters. Projects labor costs from pending and new labor agreements. Interprets and communicates language of new labor agreement to managers and supervisors.

SURVEY POSITION #12: TRAINING AND MANAGEMENT DEVELOPMENT EXECUTIVE

Analyzes management development and training needs. Develops, organizes, implements, and may conduct all training and development programs to improve skills, knowledge and performance of staff and store level personnel. May conduct orientation programs for new and newly-promoted employees. Recommends and implements educational and career development opportunities.

SURVEY POSITION #13: TOP DISTRIBUTION EXECUTIVE

Develops and recommends objectives, policies and procedures for managing the corporation's or operating company's warehouse and transportation operations, including incoming freight handling, storage, and outgoing deliveries of merchandise to stores. Directs and controls the planning of physical facilities, including buildings, warehouse equipment, trucks and automotive equipment. Directs purchase of all warehouse and delivery equipment. Audits and recommends warehousing and transportation operational methods to ensure maximum efficiency of product movement.

SURVEY POSITION #14: TOP CONSTRUCTION AND MAINTENANCE EXECUTIVE (WITH REAL ESTATE)

Directs and controls the corporation's or operating company's real estate, construction, and maintenance functions. Oversees site selection, lease arrangements, and purchase/sale of real property; supervises new and remodeled store construction, including architectural design, construction contract awards, and control of construction costs; provides equipment planning and layout services for stores, warehouses, and other facilities. Assists in the purchase of store and warehouse equipment and fixtures. Oversees the maintenance and repair of equipment and fixtures.

SURVEY POSITION #15: TOP CONSTRUCTION AND MAINTENANCE EXECUTIVE (WITHOUT REAL ESTATE)

Directs the corporation's or operating company's new and remodeled store construction, including architectural design, construction contract awards, and control of construction costs. Provides equipment planning and layout services for stores, warehouses, and other facilities; assists in the purchase of store and warehouse equipment and fixtures. Oversees the maintenance and repair of equipment and fixtures.

SURVEY POSITION #16: TOP REAL ESTATE EXECUTIVE

Directs and controls the corporation's or operating company's real estate function. Responsible for new store site evaluation and acquisition, leasing arrangements for stores, warehouses and other facilities. Negotiates the purchase and sale of real property. Approves real estate documents and taxes. Maintains contacts with real estate brokers, building development firms, and state, county and governmental agencies.

SURVEY POSITION #17: TOP SECURITY/LOSS PREVENTION EXECUTIVE

Establishes and enforces security policies and procedures designed to protect company property and merchandise. Directs and controls programs to prevent losses due to theft, vandalism, and fire. Supervises security department, including guard force. Works with law enforcement agencies on investigations or irregularities connected with security of company property and merchandise.

SURVEY POSITION #18: TOP SANITATION EXECUTIVE

Directs the corporation's or operating company's sanitation program. Develops and recommends sanitation policies, procedures and programs. Coordinates efforts to ensure compliance with federal, state and local sanitation requirements.

SURVEY POSITION #19: TOP MERCHANDISING AND PROCUREMENT EXECUTIVE

Directs the corporation's or operating company's merchandising, buying, pricing, advertising and service programs. Oversees and controls merchandising strategies for grocery, meat, produce, frozen food, dairy, and nonfood products. Oversees and controls product procurement.

SURVEY POSITION #20: TOP ADVERTISING EXECUTIVE

Develops and recommends the corporation's or operating company's advertising objectives, policies and plans. Oversees the creation and placement of advertisements; i.e., T.V., radio and newspaper advertising. Works with outside agencies on preparation of advertising campaigns.

SURVEY POSITION #21: TOP GROCERY OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's grocery merchandising program in accordance with the firm's overall merchandising policies. Plans and develops, with store operations, merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted grocery sales, profit and turnover. Directs and controls all grocery buying and pricing. Directs and controls product selection, promotion and advertising plans. Develops financial forecasts for grocery sales and profits.

SURVEY POSITION #22: TOP MEAT OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's meat merchandising program (including deli) in accordance with the firm's overall merchandising policies. Plans and develops merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted meat sales, profit and turnover. Directs and controls all meat buying and pricing. Directs and controls meat selection, promotion and advertising plans. Develops financial forecasts for meat sales and profits.

SURVEY POSITION #23: TOP PRODUCE OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's produce merchandising program in accordance with the firm's overall merchandising policies. Plans and develops merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted produce sales, profits and turnover. Directs and controls all produce buying and pricing. Directs and controls produce selection, promotion and advertising plans. Develops financial forecasts for produce sales and profits.

SURVEY POSITION #24: TOP GENERAL MERCHANDISE/NONFOOD OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's nonfood merchandising programs in accordance with the firm's overall merchandising policies. Plans and develops nonfood merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted nonfood sales, profit and turnover. Directs and controls all nonfood buying and pricing. Directs and controls nonfood product selection, promotion and advertising plans. Develops financial forecasts for nonfood sales and profits.

SURVEY POSITION #25: GROCERY MERCHANDISER

Responsible for carrying out merchandising programs for grocery products among an assigned number of stores. Determines the type of grocery items, quality, grades and brands. Recommends retail prices on grocery items as appropriate. Coordinates the purchase of grocery products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SURVEY POSITION #26: MEAT MERCHANDISER

Responsible for carrying out merchandising programs for meat products (including deli) among an assigned number of stores. Determines the type of meat items, quality, grades and brands. Recommends retail prices on meat items as appropriate. Coordinates the purchase of meat products to ensure an appropriate assortment to achieve sales and profits objectives. Develops meat case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SURVEY POSITION #27: PRODUCE MERCHANDISER

Responsible for carrying out merchandising programs for produce products among an assigned number of stores. Determines the type of produce items, quality, grades and brands. Recommends retail prices on produce items as appropriate. Coordinates the purchase of produce products to ensure an appropriate assortment to achieve sales and profits objectives. Develops refrigeration case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SURVEY POSITION #28: FROZEN FOODS MERCHANDISER

Responsible for developing and carrying out merchandising programs for frozen food products among an assigned number of stores. Determines the type of frozen food items, quality, grades and brands. Recommends retail prices on frozen food items as appropriate. Coordinates the purchase of frozen food products to ensure an appropriate assortment to achieve sales and profits objectives. Develops refrigeration case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SURVEY POSITION #29: DAIRY MERCHANDISER

Responsible for developing and carrying out merchandising programs for dairy products among an assigned number of stores. Determines the type of dairy items, quality, grades and brands. Recommends retail prices on dairy items as appropriate. Coordinates the purchase of dairy products to ensure an appropriate assortment to achieve sales and profits objectives. Develops refrigeration case allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SURVEY POSITION #30: NONFOOD MERCHANDISER

Responsible for developing and carrying out merchandising programs for nonfood products among an assigned number of stores. Determines the type of nonfood items, quality, grades and brands. Recommends retail prices on nonfood items as appropriate. Coordinates the purchase of nonfood products to ensure an appropriate assortment to achieve sales and profits objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs. (Position reports to either a merchandising manager or a store operations manager.)

SURVEY POSITION #31: GROCERY BUYER (HIGHEST NONSUPERVISORY POSITION)

Responsible for procurement and buying activities of assigned grocery products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SURVEY POSITION #32: MEAT BUYER (HIGHEST NONSUPERVISORY POSITION)

Responsible for procurement and buying activities of assigned meat products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SURVEY POSITION #33: PRODUCE BUYER (HIGHEST NONSUPERVISORY POSITION)

Responsible for procurement and buying activities of assigned produce products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SURVEY POSITION #34: FROZEN FOODS BUYER (HIGHEST NONSUPERVISORY POSITION)

Responsible for procurement and buying activities of assigned frozen food products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SURVEY POSITION #35: DAIRY BUYER (HIGHEST NONSUPERVISORY POSITION)

Responsible for procurement and buying activities of assigned dairy products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SURVEY POSITION #36: NONFOOD BUYER (HIGHEST NONSUPERVISORY POSITION)

Responsible for procurement and buying activities of assigned general merchandise and HBA items. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyer employees.

SURVEY POSITION #37: TOP STORE OPERATIONS EXECUTIVE

Develops and directs policies, plans and programs to achieve the profitable operation of all corporate or operating company stores. Oversees the attainment of projected sales, gross profit margins, and the control of all store expenses while maintaining proper customer service. Assures that the firm's merchandising programs are adhered to and uniformly carried out in all stores.

SURVEY POSITION #38: TOP STORE MAINTENANCE EXECUTIVE

Directs the corporation's or operating company's store engineering and maintenance activities. Works with architectural firms to develop construction specifications for store remodeling and repair. Provides store equipment planning and layout services. Assists in the purchase of store equipment and fixtures.

SURVEY POSITION #39: DIVISION GENERAL MANAGER

Responsible for the profitable operation of a division or geographic region of the corporation or operating company. Develops sales and profit objectives and forecasts, operating and capital expenditure budgets, and objectives for assigned stores and facilities. Oversees merchandising, store operations and staff activities. Reviews buying and merchandising programs to insure maximum profitability and continuity with the company's overall strategy. Reviews operating results of stores against sales and profit targets. Directs staff activities in support of division programs and financial objectives. Provides specific limitations of authority for all subordinates regarding contractual commitments, expenditures and personnel decisions. Continually reviews and reports to top management the division's performance with respect to market share, operating results, capital requirements, etc.

SURVEY POSITION #40: SCANNING COORDINATOR

Recommends, coordinates and implements software programs and systems to enhance performance of electronic front-end equipment. Has staff responsibility for the coordination of scanning systems throughout the division/company. Assists in the installation of electronic equipment and the training of store personnel in all aspects of scanning, including the development of store price files, preparation and maintenance of operating manuals, and specifications of electronic front-end equipment.

SURVEY POSITION #41: DISTRICT MANAGER

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SURVEY POSITION #42: STORE MANAGER

Responsible for managing the entire activity of an individual retail food store. Insures profitable operation of all departments in the store. Implements company merchandising and inventory programs. Schedules work loads, hires and trains store personnel, and resolves all store personnel problems.

SURVEY POSITION #43: ASSISTANT/CO-STORE MANAGER

Responsible for managing the activity of an individual retail store in conjunction with, or in absence of, Store Manager. Insures profitable operation of all departments in the store. Implements company merchandising and inventory programs. Schedules work loads, hires and trains store personnel, and resolves all store personnel problems. Has total responsibility for store operations when Store Manager is absent. May be a training position.

SURVEY POSITION #44: MEAT DEPARTMENT MANAGER

Directs and controls the operation of the store's meat department. Supervises department personnel. Participates in determining quality and quantities of merchandise. Orders merchandise and supplies. Receives and displays stock.

SURVEY POSITION #45: WAREHOUSE MANAGER WITH TRANSPORTATION

Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse. Has responsibility for all transportation activities.

SURVEY POSITION #46: WAREHOUSE MANAGER WITHOUT TRANSPORTATION

Responsibility for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse.

SURVEY POSITION #47: TOP DRUG EXECUTIVE

Provides overall direction and control of the company's drug retail centers, including prescription and nonprescription pharmaceuticals. Develops basic objectives, policies and operating plans, including merchandising, product selection and procurement and personnel development. Responsible for the growth and profitability of the drug line.

SURVEY POSITION #48: TOP DRUG MERCHANDISING EXECUTIVE

Plans and directs the company's merchandising, buying, pricing, product selection, promotion, and advertising programs for prescription and over-the-counter drugs in accordance with the firm's overall merchandising policies.

SURVEY POSITION #49: PHARMACY MANAGER

Responsible for the management and operation of the store's pharmacy department, including prescriptions, inventory control, customer and employee relations, compliance with regulatory agencies and company policies. Must be a registered pharmacist. May be considered to be the assistant store manager.

SURVEY POSITION #50: PHARMACIST

Responsible for the efficient, ethical and lawful compounding and dispensing of prescription pharmaceuticals. Advises customers on the use and storage of prescription and non-prescription drugs. Orders and maintains supply of drugs, chemicals, and other pharmaceutical stock.